

**SOUTH CAROLINA  
Workforce Investment Act (WIA)  
Wagner-Peyser Act State Plan  
Modification (PY 2009)**

**July 1, 2009 – June 30, 2010**

**South Carolina Department of Commerce  
Workforce Division**

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**Executive Summary**

The South Carolina Department of Commerce (SC DOC) is the State administrative entity for the Workforce Investment Act (WIA). The US Department of Labor (US DOL) requires all states to submit a State Plan for use of WIA & Wagner-Peyser Act funds. Currently, South Carolina's WIA & Wagner-Peyser Strategic Plan for Program Years (PY) 2007-2008 is in place. In 2005, US DOL's Employment and Training Administration only required states to submit a State Plan for the first two years of the five-year planning cycle because of the anticipated reauthorization of WIA. Given pending reauthorization of WIA and passage of the American Recovery and Reinvestment Act of 2009 (ARRA), US DOL has given states the authority to request a one-year extension of the current WIA & Wagner Peyser Act State Plan. The extension also allows states to submit a modification to the PY 2007-2008 plan demonstrating implementation of activities that support ARRA and any adjustments to current WIA strategies. On April 13, 2009, South Carolina submitted the one-year extension request, and the completed State Plan Modification is presented here based on DOL *Attachment A* guidelines.

On May 27, 2009, US DOL approved extension of South Carolina's WIA & Wagner-Peyser Strategic Plan for PY 2007-2008 into PY 2009 to expire June 30, 2010. South Carolina also requested that US DOL grant extension of eight active waivers and approve proposed performance goals for PY 2009. Six of the eight waiver extension requests are included in this State Plan Modification as full waiver requests. South Carolina's WIA agreed-upon performance goals with the US Department of Labor are included in this State Plan Modification in Section III, Question X.C.1.

As with the rest of the country, South Carolina has experienced economic downturns that have affected many South Carolinians. As of March 2009, unemployment had risen to 11.4% (248,578) with job losses occurring in almost all major industries in the state. To reignite South Carolina's economy, a transformation needs to continue occurring on many levels. South Carolina continues to lead reform efforts in integrating education, workforce development, and economic development. Implementation of the Education and Economic Development Act, signed by Governor Sanford in 2005, is on schedule and requires businesses, K-12, higher education, state agencies, and others to continually align education with economic development and business needs and to focus workforce training, through whatever provider, on in demand fields and identified skills.

Governor Sanford envisions a coordinated, aligned, efficient, and cost-effective workforce development system that supplies a highly, skilled, competitive workforce for our state and that rapidly moves under and unemployed South Carolinians into self-sustaining employment. To achieve these goals, training and retooling is paramount. South Carolina has four initiatives underway to increase training access and opportunities for South Carolina residents through use of American Recovery and Reinvestment Act funds and by leveraging other funds and resources:

- Collaboration with the South Carolina Technical College System for QuickJobs Training in high-demand industry sectors.

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- Collaboration with the South Carolina Department of Education to provide summer credit recovery classes for youth and work experience opportunities.
- Collaboration with local workforce investment areas to build capacity for adult education services throughout the summer.
- Collaboration with the South Carolina Commission for Minority Affairs to assist local workforce areas with recruitment of minority populations.

Detailed information about each of these State Workforce Investment Board approved initiatives using the State portion of the WIA Recovery Act funds can be found throughout the State Plan Modification as well as in the Appendix.

Since completion of the last State Plan, WIA & Wagner-Peyser Strategic Plan for Program Years (PY) 2007-2008, organizational changes have occurred with the Trade Adjustment Assistance (TAA) program and Labor Market Information (LMI) – One-Stop Core Services program. Administration of the TAA program has been transferred from the SC Employment Security Commission (ESC) to the SC Department of Commerce to facilitate better coordination between workforce development and economic development activities. Operation of the TAA program has been decentralized, and funds are provided to each of the 12 workforce areas to carry out TAA services. This approach has improved coordination and integration between TAA and WIA and has created seamless service delivery for TAA customers. The LMI – One-Stop Core Services program has also been moved from ESC to SC DOC for much of the same reason – to facilitate the integration of workforce and economic data into the workforce investment system and assist local workforce investment areas in planning and creating informed solutions to meet workforce needs. Additional information about the transition of the TAA program and LMI – One-Stop Core Services program can be found on page 41.

It is the goal and vision of Governor Sanford to have a state workforce that is skilled and able to compete in the global economy and to increase the per capita income of residents. In order to preserve and create jobs in the state, partners and stakeholders are being engaged on every level and continual alignment of economic development and workforce activities remains a priority. Moreover, the state has developed actionable strategies to assist in creating a competitive, skilled workforce through a workforce system that can employ, train, and retool those most in need. This State Plan Modification describes how South Carolina will carry out this vision through the use of American Recovery and Reinvestment Act funds, formula-funded WIA funds, and by leveraging other partner funds and resources.

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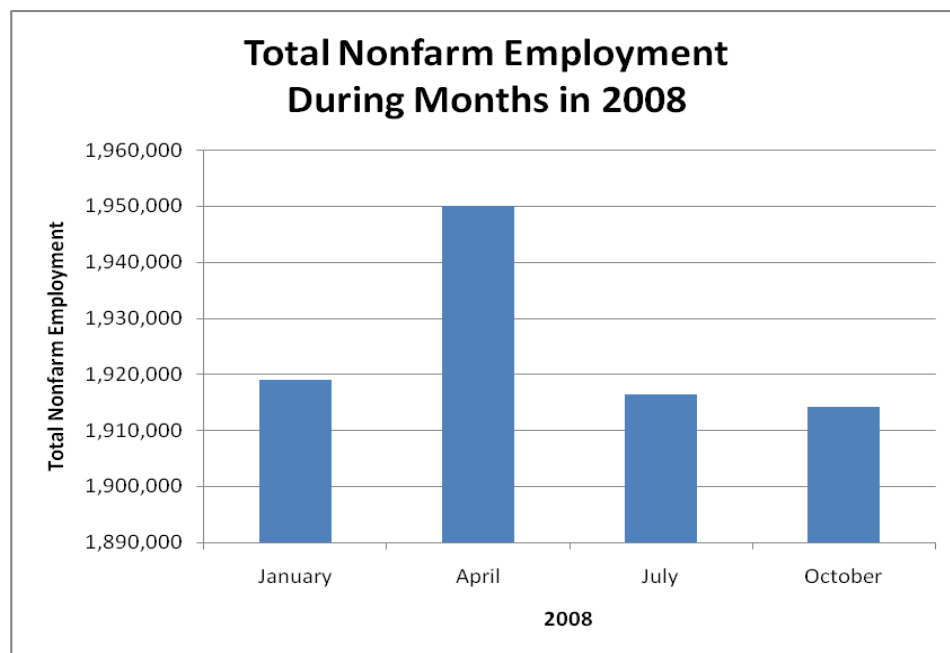
**Section I. Context, Vision, and Strategy**

**Economic and Labor Market Context**

**Question IV. Provide a detailed analysis of the state's economy, the labor pool, and the labor market context. (§112(b)(4).)**

*In responding to this question, the state should update its analysis to indicate how the economic downturn has impacted the state's economy and the labor market context. This analysis should include current and anticipated impacts on employment by sector, current and projected demographics of the available labor pool including income levels as appropriate, and describe any skills gaps the state faces, based on the skills held by current and expected dislocated workers and the skills demanded by industries and occupations expected to grow through economic recovery.*

South Carolina's economy reflects the economic downturn that is being experienced by the rest of the nation. It appears that the state was on the right track for healthy job gains and expansions early last year, but began experiencing deteriorating conditions in mid-2008.



Current Employment Statistics (CES) data, Not Seasonally Adjusted, South Carolina, 2008

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Most recent data shows South Carolina's nonagricultural job count as 1.85 million – a decrease of 94,300 jobs (-4.8%) from March 2008 to March 2009.

<b>South Carolina Employment</b>		
<b>March 2009</b>		
<b>Industry</b>	<b>March 2009 Employment</b>	<b>March 2008 Employment</b>
<b>Total Nonfarm</b>	1,850,200	1,944,500

Current Employment Statistics (CES) data, Not Seasonally Adjusted  
South Carolina, March 2008 & 2009

<b>South Carolina Employment by Industry</b>		
<b>March 2009</b>		
<b>Industry</b>	<b>March 2009 Employment</b>	<b>Percent of Employment</b>
<b>Total Nonfarm</b>	1,850,200	
<b>Natural Resources and Mining</b>	4,200	0.2
<b>Construction</b>	103,500	5.6
<b>Manufacturing</b>	219,200	11.8
<b>Service Producing</b>	1,523,300	82.3
<b>Trade, Transportation, and Utilities</b>	358,100	19.4
<b>Information</b>	29,500	1.6
<b>Financial Activities</b>	102,900	5.6
<b>Professional and Business Services</b>	207,500	11.2
<b>Education and Health Services</b>	209,000	11.3
<b>Leisure and Hospitality</b>	198,700	10.7
<b>Other Services</b>	70,900	3.8
<b>Government</b>	346,700	18.7

Current Employment Statistics (CES) data, Not Seasonally Adjusted  
South Carolina, March 2009

As of March 2009, unemployment in South Carolina had risen to 11.4% (248,578). The following table shows the breakdown of jobs lost and gained between March 2008 and March 2009 by industry. All major industries in South Carolina experienced a loss in jobs, except Information which had a gain of 4.6% and Education and Health Services which had a gain of 0.9%.

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**South Carolina Changes in Employment by Industry**  
**March 2008 and March 2009**

<b>Industry</b>	<b>March 2009 Employment</b>	<b>March 2008 Employment</b>	<b>Net Change Over the Year</b>	<b>% Change Over the Year</b>
<b>Total Nonfarm</b>	1,850,200	1,944,500	-94,300	-4.8
<b>Natural Resources and Mining</b>	4,200	4,500	-300	-6.7
<b>Construction</b>	103,500	116,000	-12,500	-10.8
<b>Manufacturing</b>	219,200	246,500	-27,300	-11.1
<b>Service Producing</b>	1,523,300	1,577,500	-54,200	-3.4
<b>Trade, Transportation, and Utilities</b>	358,100	376,100	-18,000	-4.8
<b>Information</b>	29,500	28,200	1,300	4.6
<b>Financial Activities</b>	102,900	106,300	-3,400	-3.2
<b>Professional and Business Services</b>	207,500	223,600	-16,100	-7.2
<b>Education and Health Services</b>	209,000	207,200	1,800	0.9
<b>Leisure and Hospitality</b>	198,700	214,700	-16,000	-7.5
<b>Other Services</b>	70,900	71,300	-400	-0.6
<b>Government</b>	346,700	350,100	-3,400	-1.0

Current Employment Statistics (CES) data, Not Seasonally Adjusted, South Carolina, March 2008 & 2009

Despite major job losses in the state, employment numbers did show some small, positive changes in March. According to the Department of Commerce's South Carolina Economic Outlook, employment numbers climbed in March for the first time since August 2008, increasing by approximately 6,900 jobs. The increase in non-seasonally adjusted total non-farm employment was driven by the Service Producing sector, which increased by 11,400. Job creation in this sector was concentrated in largely seasonal-related industries, including Retail Trade, Leisure and Hospitality, and Administrative Support. Losses continued in the Goods Producing sector which includes manufacturing and construction. Yet, if the national economy recovers in the second half of 2009 as expected, local economists are expecting South Carolina to bounce back by the beginning of 2010.

On the positive side, South Carolina experienced another record-setting year for capital investment and job creation in 2008. The SC Department of Commerce and local economic development professionals recruited nearly 19,000 new jobs, not including the thousands of construction jobs that will be created as these projects come online. Moreover, over \$4.1 billion in capital investment was generated. The cumulative efforts of the Department of Commerce and economic development professionals over the past three years have brought commitments of nearly 50,000 new jobs and more than \$11 billion in capital investment to the state.



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According to employment projections released by the South Carolina Department of Commerce in July of 2008, South Carolina was expected to add 200,000 jobs between 2006 and 2016. Based on the results of the forecast, ten “Hot Jobs” have been identified that are and will continue to be in-demand from 2006-2016:

- Registered Nurses
- Sales Representatives
- Accountants and Auditors
- Lawyers
- Construction Managers
- Network Systems and Data Communication Analysis
- Paralegals and Legal Assistants
- Business Operations Specialists
- Management Analysts
- Pharmacists

All of these occupations meet three specific criteria: a projected growth rate of at least 15% over the ten years, an increase of at least 1,000 jobs over that period and a current average salary level of at least \$35,000. Most of the new jobs will be associated with registered nurses (+6,350), and the highest average current salary levels of the top ten hot job occupations are for lawyers (\$101,770) and pharmacists (\$98,540).

South Carolina has an estimated population of 4.5 million as of July 1, 2008, which represents an 11.7% increase since 2000, according to the US Census Bureau. From July 1, 2007 to July 1, 2008, South Carolina was the 10<sup>th</sup> fastest-growing state (1.7% change) and the 10<sup>th</sup> ranked state for having the most numerical gains in population (74,886). Projections show that by 2013, the state’s population will be 4.8 million with a median age of 38.7, a slight increase from the 2008 median age of 37.5.

Over the past several years, South Carolina’s labor force participation rate has been consistently lower than that of the United States. According to a labor market and economic analysis report by the Department of Commerce, the state’s historically lower labor force participation rates can largely be attributed to significantly lower participation among its older population, particularly those aged 55-64 which to some degrees is representative of South Carolina’s growing retiree population. Data also shows that older South Carolinians tend to live in rural areas of the state which provides some explanation of why labor force participation and growth rate in rural areas has been slower compared to urban areas of the state.

The following table shows the 2008 labor force participation for various population groups.

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<b>South Carolina Labor Force Participation Rate*</b>		
<b>2008</b>		
<b>Population Group</b>	<b>SC</b>	<b>US</b>
<b>Total</b>	62.2	66.0
<b>Men</b>	68.0	73.0
<b>Women</b>	57.0	59.5
<b>White</b>	63.2	66.3
<b>Black or African American</b>	59.8	63.7
<b>Hispanic or Latino Ethnicity</b>	72.0	68.5
<b>16 to 19 years</b>	34.0	40.2
<b>20 to 24 years</b>	73.0	74.4
<b>25 to 34 years</b>	82.6	83.3
<b>35 to 44 years</b>	82.1	84.1
<b>45 to 54 years</b>	78.0	81.9
<b>55 to 64 years</b>	61.5	64.5
<b>65 years and over</b>	14.5	16.8

*\* percent of civilian noninstitutional population age 16 or older*

Bureau of Labor Statistics, 2008

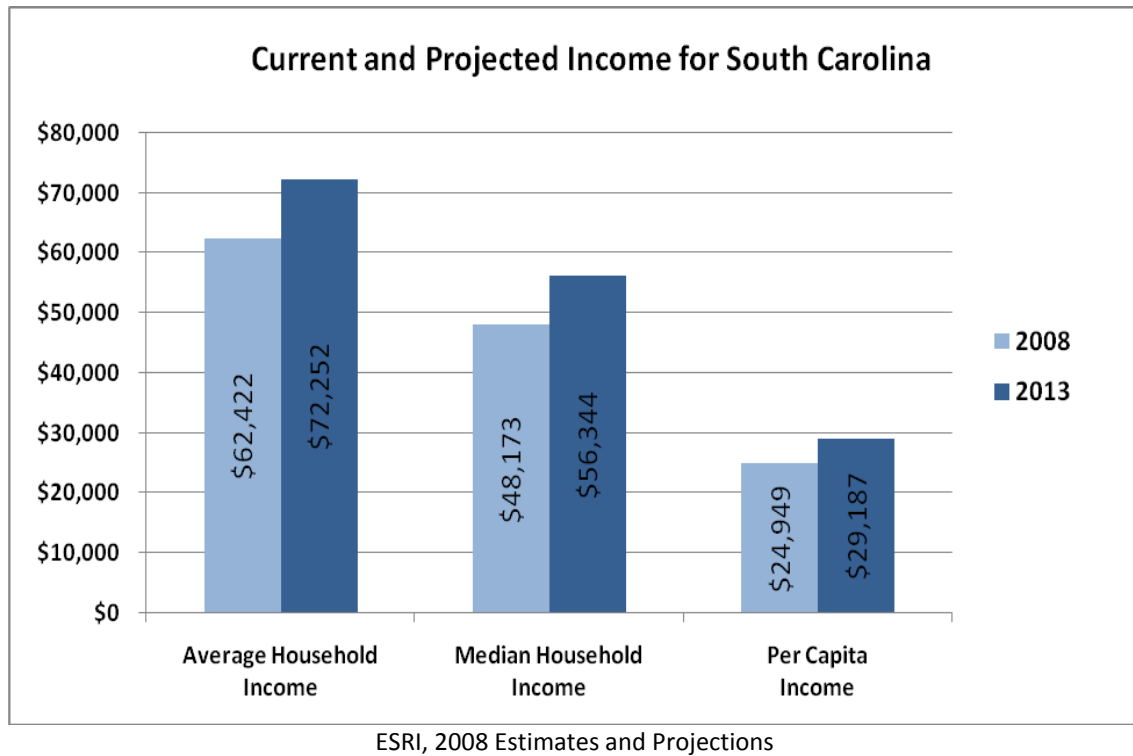
The below tables provide current and projected income levels for South Carolinians. By 2013, more households are expected to be earning greater income. The data indicates that the percentage of households in income brackets \$50,000 and above will increase. There will be fewer households with incomes less than \$50,000.

<b>Current and Projected South Carolina Households by Income</b>				
<b>Households by Income</b>	<b>2008</b>		<b>2013</b>	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
<b>&lt;\$15,000</b>	246,076	13.9	232,723	12.1
<b>\$15,000 - \$24,999</b>	197,977	11.2	173,234	9.0
<b>\$25,000 - \$34,999</b>	191,394	10.8	172,948	9.0
<b>\$35,000 - \$49,999</b>	274,753	15.6	280,647	14.7
<b>\$50,000 - \$74,999</b>	375,347	21.3	436,323	22.8
<b>\$75,000 - \$99,999</b>	238,677	13.5	281,743	14.7
<b>\$100,000 - \$149,999</b>	150,514	8.5	199,542	10.4
<b>\$150,000 - \$199,999</b>	44,345	2.5	63,199	3.3
<b>\$200,000+</b>	47,012	2.7	75,086	3.9

ESRI, 2008 Estimates and Projections

From 2008 to 2013, the state is also expected to witness increases in the average household income, median household income, and the per capita income.

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Data shows that Whites represented 66% of the population, while Blacks were 29.4% of the population in 2008. Hispanics are the next largest ethnic group, making up 3.4% of the population. Both Whites and Blacks are expected to have slight declines in within their population group over the next five years. Comparatively, projections indicate that there will be an increase in the number (+47,379) and percentage (0.8% increase) of Hispanics in South Carolina as well as the number and percentage of Asian/Pacific Islanders, American Indians, and All Other Races.

<b>Current and Projected Race and Ethnicity of South Carolinians</b>				
<b>Race and Ethnicity</b>	<b>2008</b>		<b>2013</b>	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
<b>White</b>	2,957,846	66.0	3,138,203	65.4
<b>Black</b>	1,318,679	29.4	1,401,200	29.2
<b>Hispanic</b>	152,060	3.4	199,439	4.2
<b>Asian/Pacific Islander</b>	58,595	1.4	75,657	1.6
<b>American Indian</b>	18,922	0.4	22,777	0.5
<b>All Others</b>	125,419	2.8	162,555	3.4

ESRI, 2008 Estimates and Projections

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Educationally, 82.1% of the state's population age 25 and over graduated from high school as of 2007. This reflects steady increases in the educational attainment of residents since 1990 when only 68.3% had a high school diploma or its equivalent. The state is also showing positive changes in the percentage of residents with advanced degrees: 23.5% with a bachelor's degree or higher and 8.2% with a master's degree or higher. Although, South Carolina is showing gains in various areas of educational attainment, compared to the rest of the nation, our state still lags behind.

Several efforts have been underway to identify skills gaps and needs that are critical to South Carolina's economic and workforce vitality. For some time, the state has faced a challenge in the area of high school graduation rates. Moreover, employers have expressed concerns over the lack of proficiency in basic math and reading skills and the lack of soft skills. To meet job demands, more students need to graduate from high school and even more individuals need to obtain education and training beyond high school.

In the fifth edition of the *Skills that Work* survey of South Carolina employers, businesses were asked to define employee "soft" skills, education levels and types of experience required for any open positions in their organizations. The report published by the South Carolina Chamber of Commerce revealed the following:

- Employers emphasized the continued need for "soft" skills. The need for teamwork was indicated by 15% of employers, followed by listening (13%), observation (12%), and locating information (11%). This supports the further implementation of training programs geared toward providing personal interaction and responsibility skills.
- Some 38% of the reported open job positions required more than a high school diploma or General Equivalency Diploma (GED), 23% required a bachelor's or advanced degree and 15% required a vocational training /associate's degree. As the state's knowledge base economy continues to evolve, these percentages are expected to increase dramatically.

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**State Vision and Priorities**

**Question I.C. What is the Governor's vision for ensuring a continuum of education and training opportunities that support a skilled workforce? (§112(a) and (b)(4).)**

*In responding to this question, the state should review ETA's vision for implementing the Recovery Act in Section 4 of this TEGL, and describe the Governor's new vision since the economic downturn. The description should include the Governor's vision for economic recovery, touching on the Act's principles and the Governor's view of how the Recovery Act funds can be integrated into transformational efforts to achieve an invigorated, more innovative public workforce system capable of helping enable future economic growth and advancing shared prosperity for all Americans.*

South Carolina continues to lead reform efforts in integrating education, workforce development and economic development. Implementation of the Education and Economic Development Act, signed by Governor Sanford in 2005, is on schedule and requires businesses, K-12, higher education, state agencies, and others to continually align education with economic development and business needs and to focus workforce training, through whatever provider, on in demand fields and identified skills.

The Act requires that every high school student have an individual graduation plan with a focus on one of the 16 nationally recognized career clusters. Students take most of their high school electives in their majors and have related "on-the-job" experiences prior to high school graduation. Young adults leave high school with a clearer focus on their future and realistic expectations about the requirements for employment and career opportunities. Information about major choices is available to business, industry, and the economic development community for both planning and recruitment purposes.

Data systems that include the high school graduation plans are aligned and shared with both the state technical and four year institutions, again for use in both planning and recruitment purposes. Committees have and are working to consolidate transfer, dual credit, and entry requirement information for all institutions of higher education for ease of use by parents and prospective students. Better alignment between high school graduation and college entrance requirements is achieved through a "paired course" initiative reducing the need for remediation.

Collaboration continues regularly among representatives from business, K-12, technical colleges, four-year institutions, state agencies, non-profits, and community based organizations through organized committees: the Education and Economic Development Coordinating Council, the New Carolina Workforce Education Task Force, the New Carolina Connect Adults committee, Regional Education Centers, and others. The groups meet regularly to discuss, develop action plans, and address the education and training needs of young adults and adults in light of changing industry and job market demands.

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Federal incentive funds for attainment of WIA, Perkins, and adult education goals have also been used collaboratively to address the need for skilled workers. The QuickSkills program combines completion of a GED or high school diploma, soft skills training, career counseling and case management and skill training for a high demand field into a six month program. The initiative has enabled the diverse agencies involved to work through bureaucracy and multiple intake processes to streamline and better coordinate services for the participants. Following the incentive-funded pilot, the state intends to use the approach statewide.

Finally, South Carolina will use the vast majority of the state portion of Workforce Investment Act stimulus funding to build capacity in the State Technical College System, funding 360 courses in high demand fields; Adult Education, sending \$2M to local workforce areas to ensure that services are available throughout the summer and for an increased number of participants; and K-12, funding summer credit recovery efforts in at least 40 high schools across the state.

**Question I.E. What is the Governor's vision for ensuring that every youth has the opportunity for developing and achieving career goals through education and workforce training, including the youth most in need of assistance, such as out-of-school youth, homeless youth, youth in foster care, youth aging out of foster care, youth offenders, children of incarcerated parents, migrant and seasonal farmworker youth, youth with disabilities, and other youth at risk? (§112(b)(18)(A.))**

*In responding to this question, the state should review ETA's vision for implementing the Recovery Act in Section 16 of this TEGL to reconnect disconnected youth through multiple pathways to education and training that enable them to enter and advance in the workforce. The state should describe its strategy for serving youth with funds from the Recovery Act, as well as how its strategies will be adjusted to respond to the economic downturn. What activities will the state focus on (i.e., primarily focus on summer employment opportunities, the full range of WIA youth services, or a combination)? Describe how plans for the Recovery Act youth activities will complement the state's overall vision for serving youth under WIA.*

The Governor's vision is that every child in South Carolina, regardless of his/her county of birth, economic circumstances, race, etc. will have, and will be able to take advantage of, high quality educational opportunities. As explained above, the Governor continues to support implementation efforts for the comprehensive reform effort begun when he signed the Education and Economic Development Act in 2005. He has also endorsed and supported, through the State Workforce Investment Board, the Jobs for America's Graduates (JAG) - South Carolina program for at-risk students. The program is in its fourth year and has grown from 14 to 20 schools serving 806 young people. JAG-SC maintains a return to school rate greater than 95% and will graduate its first cohort of students this year. The program has been awarded over \$4,000,000 in Workforce Investment Act funds from the Governor's state reserve funding.

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The Workforce Development Division at the Department of Commerce also regularly works directly with partner agencies to address issues that arise in serving specific target populations. For example, the Division collaborated with the Department of Social Services and local workforce areas to develop a step-by-step process for referring youth aging out of foster care to WIA for services. In addition, one of our partner agencies, the South Carolina Vocational Rehabilitation Department, offers a multitude of services to meet the needs of youth with disabilities. Specialty programs offered by Voc Rehab, such as High School High Tech, Youth Employment Services, Transition Services Specialists, Skilled Workforce Apprentice Training, Information Technology Training and Rehabilitation Technology, along with traditional vocational rehabilitation services provide valuable opportunities for individuals with disabilities to achieve success in the workplace. The South Carolina Vocational Rehabilitation Department is also an active partner in the WorkKeys effort through a cooperative arrangement with Adult Education and DOC.

Finally, as mentioned above, the state portion of South Carolina's WIA stimulus funds for youth will fund summer credit recovery efforts that will be paired with daily paid work experiences in at least 40 high schools across the state.

**Question II. Identify the Governor's key workforce investment system priorities for the state's workforce investment system and how each will lead to actualizing the Governor's vision for workforce and economic development. (§§111(d) and 112(a).)**

*In responding to this question, states should reflect on shifting priorities necessitated by the economic downturn and areas of focus for economic recovery. States should identify the Governor's key workforce investment priorities for the use of the Recovery Act funds infused into the state's workforce investment system and how each will lead to actualizing the Governor's new vision.*

Governor Sanford envisions a coordinated, aligned, efficient, and cost-effective workforce development system that supplies a highly, skilled, competitive workforce for our state and that rapidly moves under- and unemployed South Carolinians into self-sustaining employment. He is supporting legislation that integrates multiple workforce development programs and funding streams into a single cabinet agency, increasing accountability, efficiency, and customer service. The Governor wants the system to better use available data to individualize services and ensure that participants can access the ones most appropriate for them as quickly as possible. For example, he wants unemployment insurance claimant characteristics to be analyzed to quickly match them to either reemployment services or counseling and additional training as necessary. In short, the Governor wants a "true" one stop approach that provides both businesses and job seekers easy access through state-of-the-art technology and exemplary customer service.

In its 2006 strategic plan, the State Workforce Investment Board outlined several goals for improving the statewide workforce system including improved alignment among the vision and

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goals of the Governor, the State Board, and the local boards and a more consistent statewide delivery system to better meet the needs of employers and job seekers. Work on both of these goals is progressing. Local board standards have been developed and boards are evaluating themselves using a self-assessment process. Certification standards for One-Stops are in the development phase and are raising a number of larger integration and service delivery issues such as the need for integrated data bases, better collaboration on business services and marketing, etc. The certification standards will be presented to the State Board for approval in December, 2009.

The State Board has also launched and continued to support a statewide Career Readiness Certificate that creates a “common language” to immediately identify skill levels of job-seekers and communicate them to business and industry. Certificates are based on a test called WorkKeys® that measures “real world” skills employers believe are critical to job success. Employers can match scores on the test with specific skill levels needed on the job and confidently hire a ready-to-work employee. Over 80,000 career readiness certificates have been issued in South Carolina, the third highest in the nation. The State Workforce Investment Board funds administration of the program and has provided a free skill improvement curriculum statewide.

Finally, knowing the importance Governor Sanford places on both recruiting new business and expanding current businesses, the State Workforce Investment Board has had a continuing focus on, and been very successful in, increasing business services during the past several years. Partnership efforts with our technical college new business training arm, readySC, have increased dramatically, resulting in shared marketing materials, increased participation by local WIA administrators in developing wrap-around services for new business recruits and incumbent worker training on expansions and layoff aversions. Waivers from DOL have enabled the state to significantly increase the funding available for incumbent worker training at both the state and local levels and to require less matching money from businesses.



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**Overarching State Strategies**

**Question V.B. What strategies are in place to address the national strategic direction discussed in [Section 4] of this guidance, the Governor's priorities, and the workforce development issues identified through the analysis of the State's economy and labor market? (§112(b)(4)(D) and 112(a).)**

*The state's response to this question should describe the state's key, actionable strategies it is deploying to achieve the Governor's vision for the use of Recovery Act and regular formula funds. ETA is interested in how the state is connecting and integrating recovery activities to ongoing workforce investments. The responses should provide actionable direction to local areas.*

- How workforce investment system resources, both stimulus and regular formula funds, can be deployed to serve increased numbers of workers in need.*
- How adults and dislocated workers, including low-income adults, who need to acquire new skills will have increased access to education and training opportunities.*
- How the state will address a dual-customer approach, meeting the skill needs of existing and emerging employers and high-growth occupations as well as the needs of under-skilled adults.*
- How workforce activities (e.g., adult education, job training, postsecondary education, registered apprenticeship, career advancement, needs based payments, and supportive service activities) will be aligned in career pathways both now in implementing the Recovery Act and in the transformed workforce system of the future.*
- How the state will partner to develop workforce solutions with community colleges, business and labor organizations, registered apprenticeship program sponsors, civic groups, and community organizations to align workforce development strategies and align workforce strategies with strategies for regional development and shared prosperity.*

The Governor's vision for South Carolina is to have a workforce that is skilled and able to compete in the global economy and to increase the per capita income of residents. To facilitate this vision, the Governor issued an Executive Order in 2005 moving the WIA program within the SC Department of Commerce to allow better coordination of economic development and workforce development activities. In order to preserve and create jobs in the state, partners and stakeholders are being engaged on every level and continual alignment of economic development and workforce activities remains a priority. Moreover, the state has developed actionable strategies to assist in creating a competitive, skilled workforce through a workforce system that can employ, train, and retool those most in need.

The WIA program is an avenue for residents to receive the training and acquire employment that they need to be self-sufficient. South Carolina has worked hard to increase participation levels in WIA programs. In fact, in the past two years, participation has increased as follows: Adults and Dislocated Workers – 38% in 2006 and 2007; Youth – 13% increase in 2006 and a 6% increase in 2007. In order to serve more participants, local one-stop offices are providing greater access to education and training opportunities by building physical capacity, hiring new staff, and

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extending office hours. Over \$2.5 million in this year's reserve funds have been allocated for increasing staff, facilities, and technology to meet the needs of local areas. The Lowcountry LWIA, for example, has increased the number of its adult and dislocated career counselors from five to nine full-time staff in response to growing participant needs. Local workforce investment areas are also expanding the number of non-traditional access points. They are partnering with local libraries and faith-based organizations to provide core WIA services to customers and conducting onsite certification for youth at schools to avoid long lines and service delays. Statewide, local workforce investment areas are expecting to serve more than 16,000 adults; approximately 12,000 dislocated workers; and 5,800 youth. Of those served, some 10,000 adults and 7,300 dislocated workers are estimated to receive training during PY 2009.

Several LWIAs are partnering with local technical colleges to develop new training curricula and ensure that training is available to meet the workforce and economic development needs of their areas. The Pee Dee LWIA, for example, is using Recovery Act funds to develop courses in green jobs, healthcare, and other high demand occupations through partnerships with Florence-Darlington Technical College and Northeastern Technical College. The Greenville LWIA is planning to create training programs in the areas of electronic medical records and green manufacturing. In response to the construction of an area nuclear plant, which will create thousands of jobs, the Midlands Workforce Investment Area is expected to increase access to training opportunities related to the in demand field of nuclear energy and its related fields.

The Workforce Division of the South Carolina Department of Commerce has worked to create innovative approaches to increase training and employment through partnerships with other agencies and organizations. Through partnership with the South Carolina Commission on Minority Affairs, up to \$40,000 of State reserve Recovery Act funds are being made available to assist local workforce investment areas in the recruitment of minority populations. The Commission on Minority Affairs has strong linkages to the minority community through their African American, Hispanic/Latino, and Native American Task Forces. Minority Affairs will work with LWIA staff to target specific communities and collaborate with churches and faith and community-based organizations to refer minorities to the WIA program. In partnership with the SC Department of Education, a unique learning experience has been created for youth. The Microburst Learning Program offers work experience options for youth, particularly those in rural areas who have limited access to internships. Youth in this program design and produce virtual job shadowing lessons.

Local workforce investment areas continue to use effective approaches to serve more individuals in need of training and employment. Areas such as Upper Savannah and the Upstate are holding career fairs to increase awareness of training and employment opportunities. Outreach efforts are also being explored through the use of DVDs, local media, and billboards in low-income communities. The Waccamaw LWIA is even looking at using social networking sites such as Twitter to increase awareness about WIA programs and services. Some areas are also increasing the number of individuals in training and employment through referrals from the technical colleges, local schools, housing authorities, community and faith-based organizations, and one-stop partner agencies such as the Department of Social Services. Moreover, local workforce investment areas are continuing to streamline processes for faster service and evaluating ways to

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eliminate barriers that may prohibit enrollment in WIA. One area is reevaluating whether a person now has “marketable skills” considering the economic climate, while another has increased its self-sufficiency guidelines to 300% of the lower living standard income level (LLSIL).

In addition to increasing participation, South Carolina is also working to strengthen and increase partnerships across the workforce system. The Workforce Division within the SC Department of Commerce has a Planning and Partnership unit to build strategic partnerships and identify best practices to address workforce challenges. The Economic Development Partner Coordinator communicates and collaborates with various partners including local economic developers and representatives from community colleges, public school districts, and business organizations to maximize resources and establish common goals that will ensure alignment among workforce development, economic development, and education priorities and strategies. She compares agency strategic plans, looking for areas of common interest and similar strategic goals. The Deputy Secretary for Workforce Development is also heavily involved with statewide initiatives to further the economic, workforce, and education linkages. She serves on various boards and committees such as New Carolina which focus on creating a knowledge-based economy and developing clusters in the state.

Several initiatives, which are highlighted below and in other areas of this State Plan, are underway as a result of the partnerships that have been formed and will be implemented with Recovery Act funding. These initiatives will meet both the needs of workers and employers. Dislocated Workers and Adults will have greater access to training opportunities to receive the training and skills they need, and employers will have a greater pool of trained workers from which to select.

The SC Department of Commerce is using ARRA State reserve and administrative funds to partner with the SC Technical College System to offer QuickJobs training in five industry sectors through 23 different programs to eligible WIA participants. The training programs offer a credential within six months to one year and/or employment in high-demand fields such as advanced manufacturing, construction trades, energy, health care, and transportation. At least 360 courses will be offered. To provide training opportunities for as many workers as possible, state Recovery Act funds are being used to support instructors, facilities, etc., while local area Recovery Act funds are being used to pay reduced participant tuition. QuickJobs program outreach material provides potential participants with career pathway guidance including further opportunities available in the selected QuickJobs training field and the projected annual job openings in the state. See Appendix 1 for additional information on this program.

Many of the local workforce investment areas already have established relationships with area technical colleges and are capitalizing on these relationships for the benefit of those in need of training and employment. One-stop staff are assessing and enrolling WIA participants into QuickJobs training programs that meet local workforce needs. The Midlands LWIA has out-stationed WIA staff at Midlands Technical College and is looking at adding staff at the college’s satellite campus. LWIAs such as Upper Savannah are working to promote the QuickJobs training programs by developing fliers and adding links to the college’s website. With the

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Recovery Act initiative, LWIAs are also finding ways to expand the partnership with the SC Technical College System. In the Catawba area, there are industry specific needs for call center employees. York Technical College has responded by offering a Call Center Skills curriculum, and the Catawba LWIA is proposing to sponsor full class-size training for these courses. In the Upstate LWIA, a Green Committee has been formed with representatives from the local community college to review new green jobs training options.

Through the use of ARRA State reserve funds, the SC Department of Commerce has also formed a partnership with the SC Department of Education to offer summer credit recovery classes to WIA eligible youth who need academic improvement. These services will be offered in at least 40 high schools throughout the state that due to budget cuts would otherwise be unable to offer summer programs. Recovery funds from State reserve will again be used for teachers, facilities, etc. This training will be combined with employment opportunities for youth across the state. In addition, State reserve Recovery Act funds also have been provided to local areas to build the capacity for basic skills remediation, GED preparation, etc. through adult education providers during the summer. Again, these funds are targeted to areas that, due to state budget cuts, would be unable to remain open during the summer.

Collaboration among the local workforce investment areas and the school districts has already begun. The Worklink LWIA is partnering with its area's seven school districts to provide credit recovery, workplace readiness, and work experience to youth who are in need of academic development. The Trident LWIA estimates to serve 300 in-school youth, 80 of which will come from the schools identified through the partnership with the SC Department of Education. In Santee-Lynches, LWIA staff is working with three of the region's high schools. At Lee Central High School, a Microburst Learning Program is being implemented. Microburst creates virtual job shadowing and is particularly appealing to those in rural areas where there are limited work experience options. Students in the program videotape job shadowing experiences, edit, and produce simulated learning modules.

The Recovery Act is not only creating access to additional learning opportunities for youth but for adults in need of basic skills upgrading as well. The State has allocated \$2 million in reserve Recovery Act funding to build the capacity of adult education services. Funding is being distributed to the 12 LWIAs for their use in assisting local adult education providers in continuing services throughout the summer. For example, in the Lower Savannah Workforce Investment Area, all four of the adult education systems were planning to keep only a limited number of sites open with abbreviated services for the summer months. With Recovery Act funding, adult basic education services will now be available throughout the entire summer in all six counties and in multiple sites with both day and evening classes offered. In the Pee Dee area, adult education services are being increased as well through LWIA funded grant opportunities. For areas such as Darlington and Florence counties that do not have a REWARDS (Rural Economic Workforce Alliance for Resource Development) program, Recovery Act funds will be available to implement this program. The REWARDS program provides job skills training, offers basic skills upgrading, WorkKeys remediation, career exploration, and other relevant skills needed by today's worker.

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In addition to the above three initiatives, a portion of the State reserve Recovery Act funds will also go towards minority recruitment in the WIA program. The South Carolina Department of Commerce is collaborating with the Commission for Minority Affairs to assist local areas with recruitment of minority populations as needed. Recruitment strategies will be targeted in specific counties and communities identified by workforce staff as needing outreach assistance. See Appendix 4 for additional information about all four Recovery Act initiatives.

Finally, for the past year, WIA State reserve formula funds have been used to develop a one-stop certification in our state. Additional State reserve funds from PY '09 will be used to implement several recommendations from the Task Force. Having a one-stop certification process will ensure customers are served efficiently and effectively, thus increasing the number of WIA participants served in an allotted time. Moreover, employers are being engaged in the process to identify the needs of the business community and gain greater levels of participation from businesses in the workforce system. See Appendix 2 for additional information about the One-Stop Certification process.

South Carolina is also in the process of implementing a dual customer approach that serves the needs of dislocated workers and employers. To better understand our available workforce, information is collected using a *Workforce Profile Report*. The *Workforce Profile Report* is a questionnaire completed by employers who are experiencing a lay-off or closure as a means of collecting demographic, skill level, and job profile data on dislocated workers. The information is then used to develop a *Workforce Block*, a reemployment profile to be provided to dislocated workers. The *Workforce Block* will include information such as the following:

- Occupations related to the dislocated job (as determined by matching key skills)
- Indication of degree of skill compatibility with dislocated job
- Potential skill gaps, including WorkKeys skills
- Latest average or median wage for related occupations
- Current job openings in the surrounding area and long-term demands
- Area training programs for related occupations

Information from the *Profile Report* not only helps individual dislocated workers, but also provides an overview of the state's available workforce and is shared with the recruiting arm of the Department of Commerce and with existing businesses to assist in hiring, planning, and training decisions.

Businesses in the state are also being engaged in career pathways for youth through the Education and Economic Development Act (EEDA). Under EEDA, an Individual Graduation Plan (IGP) became a requirement for all 8th grade public school students beginning in the 2006-2007 school year. An IGP is a road map to guide students toward their education, career, and employment goals and are developed by students and their parents in conversation with a guidance counselor. IGP's are based on interest inventories, academic information, and aspirations of students. Additionally, IGP's include general graduation requirements and coursework and offer "on-the-job" learning experiences related to a student's chosen cluster of study - 16 nationally recognized career clusters. To connect students and businesses, the Kuder

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Connect 2 Business (C2B) web portal was developed as a part of the [www.scpathways.org](http://www.scpathways.org), a website dedicated to educational and career planning resources for students, parents, educators, adult job seekers, and employers. Kuder Connect 2 Business allows businesses to promote extended learning opportunities, post job openings, and generate awareness about their companies.

South Carolina is also developing career pathway opportunities in the areas of nuclear, energy, and healthcare. Over the next few years, three nuclear reactors are expected to be built in South Carolina. This amounts to approximately 50,800 nuclear-related jobs from 2008-2028 – making SC a leader for nuclear job growth and training needs for the nuclear industry a high priority. South Carolina, as the rest of the nation, faces a shortage of healthcare workers, particularly nurses. To address nurse faculty shortages that cause thousands of qualified candidates to be turned away yearly, the state is participating as one of 18 states in the Nursing Education Capacity Summit, a summit of multi-stakeholder groups that identify and share best practices to expand nursing education. The Deputy Secretary for Workforce Development is a part South Carolina's team and exploring ways WIA funds, particularly state reserve dollars, can be used to fund scholarships for nursing faculty. Moreover, a request for proposal (RFP) has been issued to conduct strategic planning with the State Workforce Investment Board. Identifying sector strategies will be a component of the strategic planning process for the Board. In the past, the Board has funded apprenticeships in five sector areas.

In addition to the above, state and local Rapid Response partners market the availability of incumbent worker training (IWT) for the upgrading of workers' skills. This initiative provides the resources for employers to train currently employed workers in an effort to keep businesses and workers competitive. IWT addresses training needed to meet changing skill requirements caused by new technology, retooling, new product lines, and organizational structuring. Investments for the past two years have saved over 7,000 jobs and created over 1,100 new jobs, yielding a return on investments of over \$30 for every dollar spent. In addition, linkages with state and local economic development practitioners enable Rapid Response to market an expanded menu of employer services.

The State promotes Rapid Response as a positive, proactive, business-friendly service through the state and local boards, One-Stop centers, business organizations, labor unions, and civic groups. Rapid Response dollars have been used to fund retention and expansion strategies such as pre-feasibility studies to offer alternative to layoffs or closures and follow-up training through the State Technical College System, the South Carolina Manufacturing Extension Partnerships, and other institutions. Associated Fuel Pump Systems Corporation (AFCO) and Dixie-Narco Vending Machines are two examples of how layoff aversion strategies in South Carolina are creating win-win situations for employers, the local community, and the state, but most importantly for the workers.

AFCO in Anderson, SC recently had to make a decision: shut down its facility and move to Mexico or put in a new production line with advanced technology and retrain 330 employees. When the Department of Commerce learned that AFCO could be leaving the state, diligent

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efforts were made to avoid the closure. Several partners pulled together and leveraged funds to assist AFCO in installing a new production line:

- Advance SC - \$250,000 site improvement
- readySC - \$424,830 train the trainer, 23 trips to other facilities for training, including overseas
- Duke Energy - \$50,000 building improvement
- Department of Commerce:
  - WIA - \$477,465 retraining costs
  - Coordinating Council - \$160,000 per year for 5 years retraining credits
- Anderson County – Fee-in-lieu of property tax

The layoff aversion strategy that was implemented to save AFCO from moving to Mexico resulted in saving 330 jobs and creating 20 new jobs. In addition, all employees received new technology skills upgrades to operate the newly designed production equipment.

Dixie-Narco Vending Machines is another example of how South Carolina is working to keep employers in the state and workers employed. Using the information from the *Workforce Profile Report* to show occupational and skill levels of workers who have and are being laid-off from other companies, the Department of Commerce was able to provide proof to Dixie-Narco that there are enough qualified workers to fill expansion needs and available training to meet the company's need to retool current employees for the new production requirements. A *Workforce Block* was also developed showing matching skill sets from dislocated workers of two other companies in the area and the skill sets of those workers. Layoff aversion efforts with Dixie-Narco are resulting in the retention of 500 jobs and the creation of 500 new jobs (65% assemblers, 35% machine operators, and 5% skilled trades).

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**Service Delivery Strategies, Support for Training**

**Question IX.G. Describe innovative service delivery strategies the state has or is planning to undertake to maximize resources, increase service levels, improve service quality, achieve better integration or meet other key state goals. (§112(b)(17)(A).)**

*In answering this question, the state should describe innovative state strategies to accomplish the state's vision and achieve the goals of the Recovery Act, including how the state will:*

- Increase services to workers in need.*
- Support the full range of One-Stop Career Center customers in acquiring the skills needed to attain jobs in high-growth, high-wage industries and occupations, including such supports as needs-based payments, basic skills remediation, English as a second language, and supportive services.*
- Ensure education and training delivered through the workforce system results in education and workforce skills of demonstrated value, and focus assessments and certifications towards the next level of education and employment.*
- Strategically use youth, dislocated worker and adult statewide funds to quickly deliver innovative services.*
- Provide targeted work experiences in order to prepare individuals for job opportunities in new industries or occupations, particularly using registered apprenticeship and on-the-job training for all jobseekers, and summer work experience for youth.*
- Align workforce activities with education strategies and economic and community development strategies to meet skill needs of jobs and industries important to the local and regional economies and meet the needs of under-skilled adults.*

South Carolina will provide training through new and existing service delivery strategies to meet the needs of employers and job seekers. In addition, partnerships, new and existing, will play key roles for program implementation. Innovative training will be applied to all demographic sectors with primary focus on unemployed adults, dislocated workers, and youth ages 16-24.

In order to increase service levels, quality of service and greater integration, the State will work closely with agencies such as the South Carolina Commission on Minority Affairs and the South Carolina State Library System. Minority Affairs will assist in the recruitment of out of school youth ages 17-24 while the Library System will enhance services to its customers seeking job placement assistance. The Library System will increase its visibility as an entry point for job seekers, increasing staff knowledge, assisting clients with use of employment search engines and resume preparation, and helping them learn about and access Kuder Journey. Use of Kuder Journey, an interest assessment tool, has been purchased with EEDA funds and is free online to any adults in South Carolina at [www.scpathways.org](http://www.scpathways.org). Other partners that will help with maximizing resources include organizations such as Goodwill, Connect Adults, New Carolina, and the Self Foundation. These organizations are all providing services and funding for improving South Carolina's workforce system.



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The State will continue use of its Incumbent Worker Training Program (IWT) to assist existing businesses retool employees for new high-growth technologies, emerging industries, and system upgrades resulting in higher wages and job opportunities. Increased IWT opportunities will be realized through greater involvement with the Global Business Development staff at the SC Department of Commerce and with local economic development directors. Through the efforts of the Economic Development Partner Coordinator, the State is educating state and local economic developers on the benefits of IWT, anticipating continued growth.

To quickly provide services to youth, dislocated workers, and adults, the State is entering into first-time, innovative agreements with the SC Department of Education and SC Technical College System to increase capacity for youth and adult services. An additional initiative to support adult education will be implemented.

In partnership with the SC Department of Education, the State will use stimulus funds to pay for youth credit recovery classes (summer school) for approximately 40 high schools in over 30 school districts across the state. Funds will be used for instructors, credit recovery software, teachers, transportation, and administration costs. At ten sites of greatest need, morning credit recovery classes will be followed by on-site work experiences.

The State's partnership with the SC Technical College System will build capacity for increased training opportunities that will improve adult technical skill levels. The Technical College System will develop a statewide QuickJobs Training Initiative specifically designed to meet the needs of individuals eligible for "Workforce and Employment Services" under the Workforce Investment Act of 1998. QuickJobs will enact and expand training programs lasting from six months to one year and the facilitation of registered apprenticeships that will lead to credentials and /or employment in South Carolina's high growth, high wage workforce sectors. The targeted sectors are: advanced manufacturing, construction trades, energy, health care and transportation. Courses leading to 24 different credentials across those sectors will be offered. Training will include technical and soft skills education to ensure continued employment and potential advancement in the workforce. Approximately 360 courses will be funded through this partnership that will supply trained employees for 4,485 job openings available annually in the five workforce sectors. In order to get trainees into classes quicker, the Technical College system now provides scheduling that allows for rotating start dates vs. a traditional semester system.

State stimulus funds will be distributed to the 12 local workforce areas to build capacity for adult education during summer 2009. Due to severe state level budget cuts and the resulting loss of adult education programming during the summer months, many individuals would not otherwise be able to receive consistent training and services. The allocated funds will allow uninterrupted service enabling adults and older youth to enhance basic skills, obtain a GED or High School diploma and either access additional training or return to the workforce. Funds will be used for costs associated with teacher salaries and facility usage.

South Carolina will continue to use its State reserve funds to expand two programs to provide education and work experiences to youth and adults. The Jobs for America's Graduates (JAG), a

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Governor's initiative currently serves 20 high schools and approximately 806 students throughout the state. The program provides at-risk youth with support to reach graduation while preparing them for full-time employment and/or post-secondary educational opportunities. Over the life of the program, JAG-SC has reached more than 2,535 participants who, on average, have six documented barriers to success (e.g., teen parenting, excessive absenteeism, low income household, or substance abuse). In school year '07-'08, JAG-South Carolina experienced a 29% increase in enrollment from the previous year, while decreasing school absences by 25% and suspensions by 26% coupled with an average increase of 11% in the participants' grade point average. The program's return to school rate has consistently been greater than 95% since it was implemented.

In addition, the State will continue expansion of the SC Registered Apprentice Program, Apprenticeship Carolina. Apprenticeship Carolina's primary mission is to ensure that all employers in South Carolina have access to the information and technical assistance they need to create their own demand-driven registered apprenticeship programs. A partnership between SC businesses, the 16 technical colleges across the state and other workforce allies, Apprenticeship Carolina works to increase apprenticeship activities resulting in current and future employment for South Carolinians. Apprenticeship Carolina has experienced a 79% increase in statewide programs since its inception in 2007. Currently, there are 160 programs in the state involving 1,290 participants for a 66% increase in participation rate. Some 38 of South Carolina's 46 counties now have at least one registered partnership spanning the state's five industry clusters. In FY '08, 53 new apprenticeship programs have been registered.

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## **Section II. Service Delivery**

### **State Governance and Collaboration**

**Question III.A.2. Describe how the agencies involved in the workforce investment system interrelate on workforce, economic development, and education issues and the respective lines of authority. (§112(b)(8)(A).)**

*In responding to this question, the state should describe how the Governor is ensuring cross agency collaboration so that workforce investments are fully tied to other investments funded by the Recovery Act outside of workforce development.*

Serving as the lead cabinet agency for workforce development, WIA administration, and economic development in South Carolina, the Department of Commerce (DOC) will work closely with other state agencies to pool resources for workforce related projects to ensure that Recovery Act funds benefit as many South Carolinians as possible.

Services for job seekers are a priority for the state. Two agencies continue to partner with WIA to provide the necessary services in order for individuals to improve an upgrade skill levels. Services will be supplied to job seekers not only by WIA for training, but through such funding resources as Temporary Assistance for Needy Families administered by the South Carolina Department of Social Services (DSS). DSS will assist eligible job seekers with necessary expenses while receiving training. One-Stop Centers provide the main portal for access to training and unemployment services housing WIA staff and other workforce staff throughout the state.

DOC has created two new partnerships with the South Carolina Technical College System (Tech) and the Department of Education (DOE) to provide expanded training and educational opportunities for adults and youth. Through a partnership with Tech, state stimulus dollars will be used to increase the capacity for Tech to offer classes to increased adult job seekers. Dollars will be used for curriculum development, administrative costs, classroom expansion, etc. in five workforce sectors depending on local need: advanced manufacturing, construction trades, energy, health care, and transportation. Through an agreement with Tech, LWIAs will be eligible to negotiate for lower tuition rates for attendees. In partnership with DOE, summer credit recovery classes will be offered to WIA eligible youth who need academic improvement in at least 40 high schools throughout the state that due to budget cuts would otherwise be unable to offer summer programs. Recovery funds from State reserve will be used for teachers, facilities, etc. This training will be combined with employment opportunities for youth across the state.

The state is participating with other state agencies responsible for stimulus funding such as the Governor's Office of Economic Opportunity and Office of Energy. Each office is working to promote energy related work opportunities. An example of this collaboration is the promotion of weatherization assessment jobs that could potentially lead job seekers from an assessment job into the construction phase of home restoration and weatherization. These jobs have been

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included in the QuickJobs program partially funded by Recovery Act funds in partnership with the state Technical Colleges.

The Deputy Secretary meets frequently with the Executive Director of the South Carolina Employment Security Commission, the President of the state Technical College system, and representatives of the South Carolina Department of Education to discuss the use of stimulus funds ensuring coordination and minimizing duplication of efforts.

To further collaboration amongst state agencies and the private sector, the SWIB supports the efforts of its Collaboration and Partnership Committee which works to expand WIA opportunities into the South Carolina business community and pull in resources from numerous state agencies. Further cross agency collaboration comes through SWIB members who represent state and local agencies such as the South Carolina Department of Juvenile Justice, the Department of Probation, Parole & Pardon Services, the Georgetown County School District, and the Berkeley/Charleston/Dorchester Council of Governments. On-going discussions continue between the Steering Committee (agency heads) as a part of the One-Stop Certification development process.

**Question III.C.1. Describe the steps the state will take to improve operational collaboration of the workforce investment activities and other related activities and programs outlined in section 112(b)(8)(A) of WIA, at both the state and local level (e.g., joint activities, memoranda of understanding, planned mergers, coordinated policies, etc.). How will the State Board and agencies eliminate any existing state-level barriers to coordination? (§§111(d)(2) and 112(b)(8)(A).)**

*In responding to this question, states should describe how collaboration will be supported and sustained between state agencies, particularly between the organizational entities responsible for WIA, Wagner-Peyser Act, Unemployment Insurance, Trade Act services, and Registered Apprenticeship.*

Since the administration of both the WIA and trade act programs are housed at the South Carolina Department of Commerce, and the administration of unemployment insurance and Wagner-Peyser programs are at the Employment Security Commission, daily conversations and collaboration are required. The two agencies share trade data each night, meet together regularly to discuss issues, and work closely to train front line staff in the One-Stops.

The One-Stop certification process in which South Carolina is currently engaged gives staff in these programs from the front line to agency heads, another opportunity to meet regularly, assess the strengths and weaknesses of the current system, and plan enhancements together.

In 2006, the State Workforce Investment Board (SWIB) adopted a State Strategic Plan that included a goal of increasing business services through registered apprenticeships. In 2007, a

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committee of the SWIB took responsibility for that particular goal and developed an action plan to achieve it, including giving local areas incentive money for creating a plan to increase the number of apprenticeships in the area and requesting that the SWIB allocate \$1,000,000 of state reserve funds for partnerships with Apprenticeship Carolina. The funds have been used to pay for apprenticeship training with businesses recruited through Apprenticeship Carolina. Applications must be developed in partnership with both Apprenticeship Carolina and the local technical college. Please see Appendix 3 for a list of apprenticeships funded thus far. Finally, the incentive plan for local areas for this year, awards 14% of the available funds for an actual increase in the number of apprenticeships in each local area.

**Reemployment Services and Wagner-Peyser Act Services**

**Question IX.C.4.b. Describe the reemployment services the state provides to Unemployment Insurance claimants and the worker profiling services provided to claimants identified as most likely to exhaust their Unemployment Insurance benefits in accordance with section 3(c)(3) of the Wagner-Peyser Act. (§112(b)(17)(A)(iv).)**

*In responding to this question, states should describe:*

- *The Governor's vision for Reemployment Services (RES), including how they differ from Wagner-Peyser core services.*
- *How RES will be coordinated with other services provided at the One-Stop Career Center under WIA.*
- *How UI claimants will be identified quickly and RES provided as early as possible following initial receipt of UI benefits or referrals through UI profiling systems.*
- *The services that will be provided under RES, including in-depth services such as skill assessment, career guidance, individual service plans, and labor market information.*
- *The specific population among UI claimants (e.g., those most likely to exhaust benefits) that the state intends to target with Recovery Act funds for RES.*
- *How the state intends to integrate information technology into its RES program to better identify and serve UI claimants, including the percentage of funds that will be used for integrating ES and UI technology requirements to identify and serve the needs of UI claimants*
- *Any labor market information tools that will be funded and integrated into RES.*

Claimants identified through the Worker Profiling system are required to participate in reemployment services as a condition for continued eligibility for UI benefits. The Reemployment Services (RES) program provides more intensive assistance from Wagner-Peyser staff than is available to other customers. These selected individuals report to an orientation session during which the program and their responsibility for participation are explained. Claimants assessed as job ready and for whom there are available job opportunities are immediately referred to employers for potential interviews. Individuals who are assessed as

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needing education or training in order to obtain gainful employment are referred to WIA services as well as other partner entities. Other services received by RES clients include resume preparation assistance, job search assistance and career guidance.

The RES Profiling model is run daily for UI claimants who have filed for initial benefits that day. UI claimants are given a numerical ranking based on the model. The coefficients for the model are updated annually based on data received from USDOL. Claimants identified as having a 40% or above chance of exhausting benefits are listed on a screen. The formula identifies factors such as type of employment, educational level, and the potential for benefit exhaustion. Staff select claimants to be called in for Reemployment Services. These individuals comprise the specific population of UI claimants South Carolina intends to target with Recovery Act funds. It is the state's intention to triple the number of claimants selected for this program.

Each Workforce Center has a required amount of claimants to select for profiling each week. The UI Claimants selected for participation are required to participate in reemployment services group orientations. Failure to participate without cause will result in the generation of an issue in the benefit system. The issue must be adjudicated to determine continued eligibility for UI benefits. The number of claimants completing services in the RES program in 2008 was 12,344.

South Carolina also participates in the Reemployment and Eligibility Assessment (REA) program. REA is operational in eight offices in 2008. Claimants are randomly selected for this program by the participating Workforce Center. These claimants are given intensive staff-assisted services to facilitate their return to work. UI claimants are required to report in person to the Workforce Center for these staff-assisted services. There is not a target population since the claimants are identified and selected by a random model. This is a major difference between the RES and REA programs, whereas in the former claimants are identified by a profile and in the latter they are identified randomly.

Once identified, the system generates a notice to the customer to report to the appropriate Workforce Center. The review intervals are shorter and these customers are required to participate more intensely and frequently than regular UI claimants. Providing labor market information, developing a work search plan, assessing an individual's need for reemployment services, and making referrals to reemployment services are all an integral part of the REA effort. They are part of ensuring that the customer is carrying out his/her duties in pursuing suitable employment.

The REA workforce centers schedule approximately 4500 claimants per quarter. A total of 18,834 claimants were selected for participation in 2008. The state submits REA reports to capture specific data about the REA program participants and the comparison group. The most recent data shows that REA participants are twice as likely to be reemployed during the benefit year as the comparison group.

South Carolina JobLink (SCJL) is the labor exchange system in South Carolina. SCJL currently tracks customers enrolled in both RES and REA. Claimants in these programs are given the

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appropriate SCJL enrollment for easy identification. RES claimants receive their SCJL enrollment through an interface between the selection screen and SCJL.

The Labor Market Information Department will continue to produce timely and accurate data consistent with Bureau of Labor Statistics requirements. Publishable data will be available through both our website and publications as well as through the Department of Commerce's website.

**Question IX.C.1.b. Describe how the State will ensure the three-tiered service delivery strategy for labor exchange services for job seekers and employers authorized by the Wagner-Peyser Act includes: (1) self-service, (2) facilitated self-help service, and (3) staff assisted service, and is accessible and available to all customers at the local level.**

**(§112(b)(17)(a)(i).)**

*In order to ensure that jobs generated through the Recovery Act are accessible and available to all customers, describe how the state will facilitate the listing of such jobs on the State Job Bank.*

The state has an operational resource center in all of its one-stops. In addition, Wagner-Peyser staffing is provided to all non-agency comprehensive one-stops throughout the state. The Resource Centers are utilized for both individualized self service and group based services for both applicants and employers. In all of the Centers, the primarily computer-based resources are being utilized by migrant seasonal farm workers, veterans, dislocated workers, and individuals with disabilities, as well as universal traffic. The system presents information based services on all Department of Labor funded programs and services.

It promotes self service allowing individuals and employers access to all of the electronic services available. Facilitated self help will include assistance from staff in the operation of the hardware/software to access the sources. Guidance to applicants will also be available in areas such as resume preparation, and interviewing skills. At the staff assisted level, staff will provide job order search and referral, job development, job information service, to applicants and employers and employment guidance which includes vocational assessment, employability development planning, referral to supportive services, referral to training, and job search workshops to applicants.

Jobs generated through the Recovery Act will be made accessible and available to all customers through the South Carolina JobLink web-based system. An identifier will be established to track these listings as well as provide customers with a method to locate these job openings.

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**Adult and Dislocated Worker Services**

**Question IX.C.1.a. Describe state strategies and policies to ensure adults and dislocated workers have universal access to the minimum required core services as described in §134(d)(2).**

*In its response, the state should address core services for adults, dislocated workers, and target populations, especially those given preference in the WIA Adult program in the Recovery Act – recipients of public assistance and other low-income individuals.*

Core services that are applicable to program partners are made available at the comprehensive One-Stop centers as well as other satellite sites. One-Stop partners are required to provide all of the core services attributable to that program and are outlined in the MOU. Customers may also access many core services via the internet, from a remote location or within the resource room (UI, labor market information, eligible training provider list, labor exchange, self-assessments, career exploration, etc.). The South Carolina Virtual One-Stop (VOS), the case management information system for WIA, is used by customers to access core services. Potential customers are also provided access to core services through outreach, worker profiling, and system-sponsored orientations. Further, a significant number of dislocated workers are informed of and provided access to core services through Rapid Response prior to layoff. Personnel will be co-located at One-Stop Centers, and One-Stop and partner staff will be cross-trained to ensure that adequate personnel are available on site to provide the various services that may be unique to their programs.

The SC Department of Social Services, administrator of the Welfare-to-Work program in the state, is a required partner in one-stops. This agency which serves low-income, public assistance recipients makes referrals, as needed, to WIA and vice versa. Additionally, South Carolina is receiving technical assistance from US DOL on Access Points. South Carolina is also expanding usage of non-traditional sites (e.g., public libraries, faith-based organizations, etc.) in offering core services. We are also partnering with the South Carolina Commission for Minority Affairs to identify additional access points to serve diverse populations.



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**Question IX.C.1.c. Describe how the state will integrate resources provided under the Wagner-Peyser Act and WIA Title I for adults and dislocated workers, as well as resources provided by required One-Stop partner programs, to deliver core services. (§112(b)(17)(a)(i).)**

*In its response, the state should address how it will integrate resources provided under the Recovery Act, the Wagner-Peyser Act, and WIA Title I for adults and dislocated workers, as well as resources provided by required One-Stop partner programs. For example, how will the state use these resources to provide significant funding for low-income and low-skilled workers that help them access the services and training needed to pursue family-supporting jobs.*

Memorandums of Understanding (MOU) and Resource Sharing Agreements (RSA) are utilized by the One-Stop System to identify costs and service delivery strategies. The MOUs and RSAs establish the terms and conditions under which Wagner-Peyser and WIA resources are integrated to deliver services within the system. Total partnership contributions, based on an allocated or fair share approach, support the delivery of core services to both universal and targeted customer populations. In addition, on-going meetings are being held with the SC Employment Security Commission to establish better coordination of Wagner-Peyser and WIA services.

Several LWIAs have expanded training options through increased time limits and higher training caps. Supportive Service policies have been revised to include needs related payments to allow participants to be able to complete training.

A list of potential green jobs in SC was recently produced, and some were included in a list of recommendations for current training. High-growth healthcare jobs were also identified for training recommendations. The state has produced short-term (to 2009) and long-term (to 2016) employment projections by industry and occupation. Special analyses from those projections have included lists of “hot” jobs, fastest-growing jobs, and jobs with good opportunities and wages that don’t require a bachelor’s degree. Participants and staff can utilize this information to identify training needs to gain long-term, self-sufficient employment.

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**Question IX.C.3.a. Describe the Governor's vision for increasing training access and opportunities for individuals including the investment of WIA Title I funds and the leveraging of other funds and resources. (§112(b)(17)(a)(i).)**

*In its response, the state should describe how the state will increase training access and opportunities for individuals, including the investment of WIA Title I funds and Recovery Act funds, and the leveraging of other funds and resources. How will the state use contracts with institutions of higher education and other training providers (as described in Section 6 of this TEGL) to maximize funds to the greatest benefit?*

As previously stated, the Governor's vision for South Carolina is that every child in the state, regardless of his/her county of birth, economic circumstances, race, etc. will have and will be able to take advantage of high quality educational opportunities. Because of state budget cuts, the capacity to offer training and educational opportunities has been severely diminished. Therefore, the State will use all of its Recovery Act reserve funds and the overwhelming majority of its Recovery Act administration funds to address those needs. Through the use of Recovery Act funds and by leveraging other funds and resources, the State has four initiatives underway to increase training access and opportunities: 1) QuickJobs Training, 2) Summer Credit Recovery Classes for Youth, 3) Adult Education Services Capacity Building; and 4) Outreach to Minority Populations. See Appendix 4 for additional details about the initiatives.

WIA statewide reserve funds will continue to support and expand incumbent worker training (IWT). Incumbent worker training assists workers in acquiring new skills, while assisting employers in retaining and expanding jobs. In response to economic downturns and to meet the needs of business, our state has waived for an indefinite period of time the matching contribution requirement by businesses for all new IWT agreements. Rapid response funding is also being used for training in efforts to support layoff aversion. Moreover, considering the past success of IWT, the State is requesting extension of the waiver to permit local workforce areas to use up to 10% of local formula funds for adults and dislocated workers to support incumbent worker training. The State will also set aside reserve funds to reward LWIAs for continuous improvement in the form of incentive policy rewards. Criteria for incentive funding are being determined.

The use of next year's reserve funds to increase the capacity for nursing education is also in the planning stages. Plans call for scholarships to be offered for registered nurses to return to school to get their Masters or PhD level education. In return, scholarship recipients will commit three years to teaching nursing courses throughout the state.

In addition to the above initiatives and efforts, the workforce system will continue to use the state's network of technical colleges as a foundation for worker training options. Through the technical college programs, participants are given tools to enter or move up in the workforce and/or continue in two and four year degree programs. Additional training opportunities, through both public and private avenues, are also available through the Statewide Eligible Training Provider List. The State's practice of leveraging resources through Pell, state lottery, TAA, private sector employers, and other workforce partners will continue to be utilized to

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increase training access for the citizens of South Carolina. The Governor's emphasis on collaborative partnerships and shared resources will ensure a continuum of education and training opportunities that support a skilled workforce.

**Question IX.A.5. What models/templates/approaches does the state recommend and/or mandate for service delivery in the One-Stop Career Centers? For example, do all One-Stop Career Centers have a uniform method of organizing their service delivery to business customers? Is there a common individual assessment process utilized in every One-Stop Career Center? Are all One-Stop Career Centers required to have a resource center that is open to anyone? (§§112(b)(2) and 111(d)(2).)**

*In its response, the state should describe its models/templates/approaches for service delivery in the One-Stop Career Centers, particularly whether the state is adjusting its approach to deliver increased levels of services with funds received under the Recovery Act.*

- *Do all One-Stop Career Centers have a uniform method of organizing their service delivery to business customers?*
- *Is there a common individual assessment process utilized in every One-Stop Career Center?*
- *What approaches will be used to ensure funds are targeted to those most in need, including low-income, public assistance recipients, persons with disabilities, etc.?*
- *How will states streamline the sequence of service to facilitate individual access to needed services and training?*

South Carolina continues efforts to enhance service to individuals and business customers through improved service delivery and increased uniformity in service methods.

South Carolina currently is engaged in the development of One-Stop certification standards. The intent of the standards is to ensure high quality, consistent services to individuals and business customers across the state while also respecting local needs. A One-Stop Certification Committee, whose membership consists of LWIAs, the SWIB, state workforce division partners and the business community, is actively engaged in the development of the standards and the implementation process for certification. A business standards model is a major component of the One-Stop Certification.

All One-Stops in South Carolina have adopted a statewide WorkKeys® Assessment System for the identification and development of basic workplace skills. There are over 94,000 individuals with Career Readiness Certificates (CRC) in the South Carolina workforce. Efforts continue to increase the number of businesses using CRCs in the state through LWIAs and a dedicated staff person in the State Workforce Division. SC businesses are encouraged to endorse one of three "Rs" in relation to CRCs. The three "Rs" are: "Recognize" CRCs as a viable skill measure, "Request," but not mandate CRCs for designated or all job openings, and finally, "Require" or mandate CDCs for designated or all job openings.

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To quickly connect the unemployed with jobs, South Carolina has engaged a vendor to supply job availability postings within a 50 mile radius of any business that is closing within the state. This service will give recently unemployed individuals a list of jobs that parallel or compliment their current workforce skill levels and companies with job openings.

All of the above initiatives have been shared with the LWIA administrators and SWIB emphasizing focus toward individuals in need including low-income, public assistance recipients, and persons with disabilities.

**Youth Services**

**Question IX.E.1. Describe the state's strategy for providing comprehensive, integrated services to eligible youth, including those most in need. (§112(b)(18).)**

*In responding to this question, the state should include the following:*

- Describe the anticipated program design for the WIA Youth funds provided under the Recovery Act. Include in this description a program design for both younger, in-school, and older or out-of-school youth (including the 22-24 year olds that can be served with Recovery Act funds).*
- Will the state use the Recovery Act funds to fund only a 2009 summer youth program or some combination of 2009 and 2010? If using the funds over two summers, what percentage of funds does the state anticipate using for the first summer?*
- If using the funds for summer employment opportunities, describe how the state will deliver summer youth employment opportunities. Will the state operate the program or allocate the funds?*
- Describe the types of worksites that will be developed for summer employment, including a mix of public and private sector work experiences, and how the state will ensure that meaningful work experiences will be developed.*
- Describe the state's policy for developing the mix of classroom versus worksite time in a summer employment opportunity. Describe the state's policy for determining that summer employment opportunities are connected to academic and/or occupational learning and the types of connections that will be utilized.*
- Describe any policies or strategies that the state is implementing to ensure that local areas implement activities that support out-of-school youth during summer and/or non-summer months, such as supportive services, needs-based payments, or day-care.*
- Provide the anticipated number of youth to be served with Recovery Act funds, including the anticipated number of summer employment opportunities created with Recovery Act funds.*

It is anticipated and expected that most, if not all, Youth Recovery Act funds will be expended in the summer months of 2009. However, the state will continue to focus on older, out-of-school youth in work experience beyond the summer months. WOTC will be promoted as an incentive

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for employers to hire disconnected youth. Other appropriate activities, including training opportunities, will be explored with this older segment of the youth population. Co-enrollment in the adult program will benefit youth ages 22-24 and will allow local areas to address all supportive service needs, to include needs-related payments while in training.

Although the vast majority of summer work experience opportunities will be developed and operated by the local workforce areas, 10 work sites will be included in the interagency agreement between DOC and the South Carolina Department of Education (DOE) for hard to serve areas. Work experience will complement the career and vocational interests of youth as determined through assessments and workshop/classroom activities prior to worksite assignment. Academic and occupational linkages will be facilitated through an interagency agreement with DOE. This agreement will provide summer credit recovery classes throughout the state to ensure youth are able to address academic deficiencies and do not fall behind in school. All youth participating in credit recovery classes will also participate in work experience opportunities either concurrently or sequentially over the summer months. Work readiness skills will be incorporated into each local area's program design, to include pre-and post-assessments that measure increases in skills.

Worksites continue to be developed for both in-school and out-of-school populations. Through the use of public, private non-profit and private for-profit entities, local workforce areas are ensuring meaningful and age appropriate work experiences for youth. Worksite agreements will detail proper supervision and oversight. State and local area monitoring of worksites will ensure compliance with agreed upon activities.

Statewide, it is projected that over 4000 youth will be served with Recovery Act funding; the majority of those will be in 2009 summer youth opportunities.

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**Veterans' Priority of Service**

**Question IX.C.5.b. What policies and strategies does the state have in place to ensure that, pursuant to the Jobs for Veterans Act (P.L.107-288) (38 USC 4215), priority of service is provided to veterans (and certain spouses) who otherwise meet the eligibility requirements for all employment and training programs funded by the Department of Labor?**

*In answering this question, the state should outline the changes to state and local policies and strategies that make them sufficient to meet the requirements of 20 CFR 1010.230, published at 73 Fed. Reg. 78132 on December 19, 2008, of the Jobs for Veterans Act regulations issued on December 19, 2008 implementing priority of service for veterans and eligible spouses in Department of Labor job training programs. This includes providing the following information and/or attachments to the State Plan modification:*

- *A description of the changes to policies for the delivery of priority of service by the State Workforce Agency or Agencies, Local Workforce Investment Boards, and One-Stop Career Centers for all qualified job training programs delivered through the state's workforce system. The description must include how:*
  1. *The state policies ensure that covered persons are identified at the point of entry and given an opportunity to take full advantage of priority of service.*
  2. *The state policies ensure that covered persons are aware of:*
    - a. *Their entitlement to priority of service;*
    - b. *The full array of employment, training, and placement services available under priority of service; and*
    - c. *Any applicable eligibility requirements for those programs and/ or services.*
- *A description or copy of the state's policy requiring Local Workforce Investment Boards to develop and include policies in their Local Plan to implement priority of service for the local One-Stop Career Centers and for service delivery by local workforce preparation and training providers.*

South Carolina has issued State WIA Instruction Number 08-06, Priority of Service for Veterans and Spouses. The local workforce investment areas are revising their local policies in response. Workforce Development also provides information to the LWIAs through the Local Plan Guidelines and approval process.

During the initial interviewing process, all individuals are asked about their or their spouses' prior military service. Covered persons are informed of:

- their entitlement to priority of service;
- the full array of employment, training and placement services available to them under priority of service; and
- any eligibility requirements for programs and services.

See Appendix 5 for review of State WIA Instruction Number 08-06, Priority of Service for Veterans and Spouses.

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**Service Delivery to Targeted Populations**

**Question IX.C.4.a. Describe the state's strategies to ensure that the full range of employment and training programs and services delivered through the state's One-Stop delivery system are accessible to and will meet the needs of dislocated workers, displaced homemakers, low-income individuals, migrant and seasonal farm workers, women, minorities, individuals training for nontraditional employment, veterans, public assistance recipients and individuals with multiple barriers to employment (including older individuals, limited English proficiency individuals, and people with disabilities). (§112(b)(17)(A)(iv).)**

*In responding to this question, the state should:*

- *Describe the strategy the state will use to effectively implement the Recovery Act priority of service for low-income individuals and recipients of public assistance under the WIA Adult program.*
- *Indicate how the state will use Wagner-Peyser resources to support individuals with disabilities, such as funding disability program navigators in One-Stop Career Centers, or assisting other targeted populations.*

South Carolina remains committed to the seamless delivery of workforce development services, accessible to and appropriate for all customers, while maintaining the financial integrity of each Partner's program(s).

Customers have access to a variety of services intended to address their needs, including:

- a listing of local service providers and how those services may be accessed;
- information on the UI filing and claims update processes;
- current job openings;
- employment statistics;
- career guidance and occupational information;
- assessment;
- information on education, employment and training services available;
- initial eligibility information on programs available in the community for which they may qualify; and
- assistance with job search, including resume writing, interviewing, seeking nontraditional employment positions, using labor market information.

Customers with disabilities receive the full range of One-Stop services, including registration, referral to appropriate job openings, supportive services, and other core services. In each One-Stop center, efforts have been made to assure that the buildings are physically accessible to individuals with disabilities. Assistive technology is in place and has been purchased with WIA funds. Resources will be leveraged using Wagner-Peyser funding as well as other funding sources to update assistive technology and ensure accessibility for all customers with disabilities. Training on this equipment will be coordinated by the State Lead Navigator to ensure that staff

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will have the tools needed to assist customers with their appropriate employment and training activities.

All comprehensive One-Stop centers and nearly all satellite centers have computer equipment and software that is accessible to individuals with disabilities and trained staff to assist with its use. This is augmented in 10 of the 12 local areas by the services of Disability Program Navigators. State staff provides on-going technical assistance in service collaboration, training/education, accessibility problem solving, and information/referrals.

The rapidly growing Hispanic population has prompted South Carolina to take steps to ensure the needs of this population are being met. Available services include, but are not limited to:

- English as a Second Language classes;
- Spanish speaking staff located in the One-Stops or interpreters available on call;
- materials translated into Spanish; and
- employment and training services.

Wagner-Peyser funds will be used to supplement existing programs as well as support the Navigator Program initiative throughout all One-Stops in the state. Further outreach activities are planned to encourage customers with disabilities to utilize the services available through their One-Stop as well as services available in their communities. Wagner Peyser funds will also be utilized to support the Employment Network Program in the state. Further training will be held on the program as well as adding Employment Network Individual Office Locations.

All individuals entering a One-Stop location will have access to core services. These services will be delivered to all customers and will meet the needs of dislocated workers, displaced homemakers, low-income individuals, migrant and seasonal farm workers, women, minorities, individuals training for nontraditional employment, veterans, public assistance recipients, and individuals with multiple barriers to employment. In addition, the South Carolina Vocational Rehabilitation Department, a one-stop partner, offers a multitude of services to meet the needs of adults and youth with disabilities. Specialty programs offered by Voc Rehab, such as High School High Tech, Youth Employment Services, Transition Services Specialists, Skilled Workforce Apprentice Training, Information Technology Training and Rehabilitation Technology, along with traditional vocational rehabilitation services provide valuable opportunities for individuals with disabilities to achieve success in the workplace. The South Carolina Vocational Rehabilitation Department is also an active partner in the WorkKeys effort through a cooperative arrangement with Adult Education and DOC.

The state has recommended to local areas that ARRA funds be used for low-income individuals while using regular WIA formula funds on those who do not meet the low-income guidelines. SC Department of Commerce staff has met with the SC Commission for Minority Affairs several times to collaborate on reaching low-income, minority populations for Youth and Adult program activities. The Commission is actively recruiting for Youth summer credit recovery and work experience programs and promoting WIA services to disconnected adults in their communities.



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Through committee, board and other collaborative meetings with partner agencies, state staff has disseminated information on Recovery Act funding and programs to increase referrals of low-income individuals and recipients of public assistance.

## **Section III. Operations**

### **Transparency and Public Comment**

**Instruction from Section II of State Planning Guidance Plan Development Process: Include a description of the process the state used to make the Plan available to the public and the outcome of the state's review of the resulting public comments. (§§111(g) and 112(b)(9).)**

*The Recovery Act places a high priority on transparency. The state should describe:*

- *State efforts to promote transparency.*
- *The process used to make the Plan modification available to the public and the outcome of the state's review of resulting public comments.*

In addition to review and comment from the SWIB, LWIA administrators, and mandated partners, a draft of the State plan was posted on the SC Department of Commerce Workforce website (<http://www.workforcesouthcarolina.com/workforce-resources-home.aspx>) May 15-21, 2009, for purposes of transparency and public comment. Comments and/or recommendations were reviewed by State staff for relevance and added value to the State Plan. The finalized and SWIB approved plan will be permanently placed on the website for review. Updates on workforce stimulus performance will be shared quarterly through *Workforce Update*, a quarterly newsletter produced by the Workforce Division of the South Carolina Department of Commerce. A special section of the newsletter will update a large cross section of readers on the stimulus progress.

Plans for use of the 15% state portion of Recovery Act funds were discussed at a public meeting of the SWIB in March 2009 and discussed again and voted on in another public meeting of the Board in April.

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**Increasing Services for Universal Access**

**Question VI.C. What state policies are in place to promote universal access and consistency of service statewide? (§112(b)(2).)**

*In its response, the state should explain how it will efficiently and effectively use its Wagner-Peyser Recovery Act funds to support the hiring of sufficient levels of staff in the limited time period available for state One-Stop Career Centers to provide universal access and services required to meet the needs of increased numbers of customers in the economic downturn.*

Wagner Peyser Recovery Act funds are being used to increase the workforce system capacity and service levels to assist customers who are unemployed, underemployed, and dislocated workers to find new jobs in order to maintain their current sufficiency level. Additional staff is being hired throughout the state using Wagner Peyser funding to increase our capacity to assist employers in meeting staffing needs as well as enhancing efforts in providing job ready applicants to employers. For those customers not job ready, staff will assist them in the education pathways to improve their labor market prospects and long term career success.

Over \$2.5 million in state reserve WIA funds have been made available to local areas to address timely hiring of local staff, upgrade technology, and expand facility capacity. Also, the state has promoted access points, provided education on the WIA program, facilitated a partnership with the State Library system, the South Carolina Commission on Minority Affairs, and faith-based organizations.

The state is also developing a One-Stop certification system which will address a number of areas, including consistency in the types, levels and quality of services statewide.

**Local Planning Process**

**Question VIII.D. Describe the state-mandated requirements for local areas' strategic planning, and the assistance the state provides to local areas to facilitate this process. ((§112(b)(2) and 20 CFR 661.350(a)(13).)**

In responding to this question, states should describe how they are facilitating the use of the local planning process to ensure that local areas are able to update their Local Plans and still quickly and efficiently deliver increased levels of services as intended under the Recovery Act.

The State has provided a local planning guidance (see Appendix 6) that will focus and direct LWIAs toward development of a local plan using stimulus funding for PY 09. The guidance will stipulate selected topics to be addressed in the plan. Evidence of collaboration with the business

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community, economic development, education and other partners will be required in all local plans. The State will review each local plan to ensure consistency with state performance goals and strategies. Local plans will be required to prove the following: simultaneous use of stimulus and other WIA funds, increased capacity through partnerships, determination of youth barriers for ages 18-24, strategies for overall increased participation, and service emphasis toward targeted populations.

**Procurement**

**Question VIII.F.5. Describe the competitive and non-competitive processes that will be used at the state level to award grants and contracts for activities under title I of WIA, including how potential bidders are being made aware of the availability of grants and contracts. (§112(b)(16).)** (Note: All procurements must comply with OMB requirements codified in 29 CFR Parts 95.40-95.48 and 97.36.)

In answering this question, the state should describe:

- How providers of all youth services will be procured under the Recovery Act. If using funds for summer employment opportunities and the fiscal agent or the state is not operating this program element, please specifically describe procedures for procuring summer employment operational entities and job opportunities.
- How the state will implement the Recovery Act provision that a Local Workforce Investment Board may award a contract to an institution of higher education or other eligible training provider if the local board determines that it would facilitate the training of multiple individuals in high-demand occupations, and if such a contract does not limit customer choice.

The South Carolina procurement system is predicated on fair and open competition. When competition is not sought or obtained, the reason for such action must be legal, valid, and documented. In instances where services are procured, other than through the ITA process, the State of South Carolina implements procurement standards in accordance with the Act. Policies and procedures for procurement include competitive sealed bidding, competitive negotiations, non-competitive negotiation small purchase procedures and responsibilities of bidders and offerors. A list of interested contractors is kept and notified of Requests for Proposals (RFPs) available for various contracts and services. In addition, all RFP notices are published in major newspapers and made available through electronic bulletin boards.

As authorized under the South Carolina Consolidated Procurement Code, the Workforce Division is entering into several state intergovernmental agreements utilizing Recovery Act funds. This approach facilitates greater economy and efficiency in the procurement of services. The state agency initiatives are as follows:

**Attachment A**  
**SOUTH CAROLINA**  
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- Collaboration with State Technical College System for QuickJobs Training in high-demand industry sectors
- Collaboration with the State Department of Education to provide summer credit recovery classes for youth
- Collaboration with the Commission for Minority Affairs to assist local areas with recruitment of minority populations

At the local level, procurement standards will be followed for all workforce services. Specific to 2009 summer youth employment opportunities under the Recovery Act, local areas will utilize the flexibility granted through the USDOL waiver applicable to procurement. In doing so, local areas may expand existing competitively procured contracts and/or conduct an expedited, limited competition to select service providers.

**Technical Assistance**

**Question VIII.G.2. Describe how the state helps local areas identify areas needing improvement and how technical assistance will be provided. (§112(b)(14).)**

*In answering this question, the state should describe its strategy for providing training and technical assistance to local areas for all programs funded by the Recovery Act, including whether Recovery Act funds will be used for technical assistance and training to local areas. The state should also address training to be provided to new staff and technical assistance on the creation of a summer employment program.*

On-site and desktop assessment reviews are conducted on an on-going basis to identify technical assistance needs. As a result, corrective action is taken to address areas of deficiency.

Through monthly meetings with administrators, all twelve LWIAs receive technical assistance and training on pressing issues or recent changes in workforce development. Especially during the implementation of the Recovery Act, administrators and state staff are in close communication. An electronic bulletin board has recently been added to the State's Virtual One-Stop system to expeditiously receive and answer questions from the field. This new process allows for easy communication between local and state staff, and at the same time provides a format for wide distribution of new information to be shared quickly and accurately.

Through monthly financial reports, the fiscal management of each local area is analyzed by state staff. Technical assistance is provided as needed to assist LWIAs in determining the need for fund stream transfers, awareness of expenditure rates, and other financial issues.

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Staff of the Workforce Division provides other programmatic technical assistance upon request from the LWIA or when the need is otherwise determined. Individualized training sessions are developed to assist LWIAs to ensure capability in various aspects of the program, such as certification of eligibility, use of the Virtual One-Stop System (VOS), case management, and performance measures. As local areas are hiring new staff to serve expanded participant populations, training has been and will be provided as requested or as need is identified. Several programming changes have been made to our participant database to accommodate the Recovery Act, specifically for the summer youth program. Written instructional guidance is transmitted to communicate changes and followed up with technical assistance to ensure statewide understanding of tracking and reporting requirements. We have targeted state-level Recovery Act funds on initiatives that ensure continued and/or expanded access to services across the state. Existing WIA resources and delivery mechanisms will be used in providing Recovery Act technical assistance and training.

**Monitoring and Oversight**

**Question VIII.H. Describe the monitoring and oversight criteria and procedures the state utilizes to move the system toward the state's vision and achieve the goals identified above, such as the use of mystery shoppers, performance agreements. (§112(b)(14).)**

*In responding to this question, the state should demonstrate, through a monitoring plan or otherwise, that the state monitoring system meets the requirement of 20 CFR 667.410(b)(2) and that the state's plan includes monitoring and oversight of the additional funds provided under the Recovery Act, particularly plans to monitor reemployment services and summer employment, including summer employment worksites.*

The oversight and monitoring processes in place are designed to drive the workforce system based on the SWIB strategic plan and goals. Each of the twelve local areas and many sub-grantees are monitored annually to determine compliance with the Act, Regulations and OMB Circulars. On-site monitoring includes compliance, programmatic and financial, customer process and reviews. In addition to on-site visits, desktop evaluations of program operations including performance, fund utilization, participation levels and case management practices are conducted regularly to gather and analyze data, and technical assistance is provided as necessary and appropriate. Financial monitoring includes procurement processes, cost accounting processes, and accuracy in tracking and reporting systems.

LWIAs are also required to submit copies of their local monitoring reports to the state Workforce Division. This practice ensures familiarization with local activities, as well as with corrective actions already underway.

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As the Summer Youth Programs are concentrated, so will be our monitoring efforts. Temporary but experienced monitors will be hired to do on-site visits to worksites as well as credit recovery and work readiness training locations. Efforts will be made to ensure compliance in utilizing Recovery funds, and stimulus expenditures will be reported and analyzed frequently.

**Accountability and Performance**

**Question X.C.1. Describe the state's performance accountability system, including any state-system measures and the state's performance goals established with local areas. Identify the performance indicators and goals the state has established to track its progress toward meeting its strategic goals and implementing its vision for the workforce investment system. (§§112(b)(3) and 136(b)(3).)**

- *The Recovery Act emphasizes the importance of accountability. Describe the state's overall efforts to hold the state and its local areas accountable for the results of activities funded by the Recovery Act, and how the state will measure whether it has achieved the state's goals for implementation as described in Questions I.C. and I.E. under "State Vision and Priorities."*

- *The Recovery Act requires states to report on work readiness to assess the effectiveness of summer employment opportunities for youth. The state should identify its methodology for determining whether a measurable increase in work readiness skills has occurred, and what tools will be used for this determination.*

The State of South Carolina has operated under a "common measures" waiver since Program Year 2006. The accountability system under common measures provides for simplified and streamlined performance measurement that is more cost effective and understandable to various stakeholders across workforce programs. While the State has not incorporated additional state measures, on-going reviews are conducted to evaluate local area outreach, customer service, and intensity of services provided (e.g., take-up rates for mass layoffs, number of participants served, intake processes, number and percent who receive training, and fund utilization rates).

WIA performance levels, which are provided below, have been negotiated with the DOL Region 3 staff for PY 2009. For the last several years, local workforce areas have opted to assume the state negotiated goal for all performance measures with the exception of the average earnings goals for both adults and dislocated workers. Due to the diversity of the state's workforce areas, average earnings goals are negotiated individually with each local area. For PY 2009, local workforce areas will again be evaluated against the state negotiated goals indicated below for all performance measures with the exception of the earnings measures. The adult and dislocated worker average earnings goals will be negotiated individually with each local area.

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<b>SOUTH CAROLINA</b> <b>WIA Agreed-Upon Performance Levels</b> <b>Program Year 2009</b>	
Adult Measures	<b>PY 2009</b>
Entered Employment Rate	70.0
Employment Retention Rate	82.0
Average Six Month Earnings	\$9,613
Dislocated Worker	
Entered Employment Rate	70.5
Employment Retention Rate	87.8
Average Six Month Earnings	\$12,400
Youth Common Measures	
Placement in Employment or Education	67.0
Attainment of Degree or Certificate	55.0
Literacy or Numeracy Gains	45.0

The State will measure whether it has achieved its goals based on increases in participation, training, and the outcomes as evaluated by the common performance measures. Through our collaboration with partners such as Adult Ed, we will continue to assure that the citizens of our state have, at the very least, a high school diploma. The success of the South Carolina's Jobs for American's Graduates program is measured by GPA, absenteeism, community service involvement, return to school rate, graduation rate, and post-secondary outcomes.

The effectiveness of summer employment opportunities for youth under the Recovery Act will be assessed through measurable increases in work readiness skills. Age-appropriate goals and strategies will be established for each youth participating in the summer program. Through a mix of classroom and/or workshop activities and work experiences, youth will have the opportunities to increase their world-of-work awareness and job search techniques, daily living skills, and positive work habits, attitudes and behaviors. The State has not required the use of specific assessment instruments to determine pre- and post-work readiness skills. Local areas are choosing from a variety of assessment tools including work readiness skill checklists administered by program staff, portfolio assessments, worksite supervisor evaluations, and other relevant forms of assessing work readiness skills.

**TAA Program and LMI Organizational Changes**  
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**Organizational Changes to SC's TAA Program and LMI One-Stop  
Core Services Program**

Since approval of the last State Plan, WIA & Wagner-Peyser Strategic Plan for Program Years (PY) 2007-2008, organizational changes have occurred with the Trade Adjustment Assistance (TAA) program and Labor Market Information (LMI) - One-Stop Core Services program. The below information provides details about the reorganization of these programs to the South Carolina Department of Commerce from the South Carolina Employment Security Commission.

Trade Adjustment Assistance (TAA) Program

To further integrate and align services for dislocated workers, South Carolina Governor Mark Sanford signed Executive Order No. 2007-12 on July 20, 2007, transferring the administration of the Trade Adjustment Assistance program from the SC Employment Security Commission (ESC) to the SC Department of Commerce (DOC). The order positioned the TAA program under the same agency as the Workforce Investment Act (WIA) program to better coordination between workforce development and economic development.

Due to the division of duties in carrying out the TAA program, DOC and ESC entered into an interagency agreement which outlines the shared responsibilities and partnership in providing benefits and services to trade-affected workers. Specifically, ESC remains responsible for the administration of Trade Readjustment Allowances (TRA) and Alternative Trade Adjustment Assistance (ATAA), while DOC is responsible for the training aspects of the program as well as out-of-area job search and relocation services.

Operation of the TAA program has been decentralized in South Carolina. Funds are provided to each of the 12 workforce areas to ensure provision of services for trade-affected workers. This approach has improved coordination and integration between TAA and WIA and has created seamless service delivery for TAA customers. Through state guidance and standardized intake processes, TAA customers are ensured the wrap-around services of the workforce system through co-enrollment in the TAA and WIA programs. Full integration between these partner programs improves services, maximizes resources, avoids duplication, and enhances outcomes for all customers. Local workforce areas have been encouraged to incorporate the following strategies into delivery of services for all dislocated workers:

- engage dislocated workers immediately;
- integrate TAA and WIA services and resources; and
- maximize available income support by addressing training needs early.

To further enhance integration and seamless service delivery, a TAA module was developed for our existing WIA participant tracking and case-management system, the Virtual One Stop (VOS)



**TAA Program and LMI Organizational Changes**  
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system. VOS is a real-time, internet based system used to support and track WIA participants in One-Stop career centers throughout the state. From VOS we have produced numerous ad-hoc reports for state and local program management and the assurance of data integrity. DOC shares information with ESC as it relates to participants who have entered, completed, and dropped out of training or have been waived from training and who have breaks in training. With the addition of TAA to VOS, co-enrollment of TAA participants in WIA is more simplified and streamlined.

With the decentralization of the TAA program, it is important to ensure standardization and consistency in the operation of the TAA program throughout the state. DOC employs a State TAA Coordinator that is responsible for providing training and guidance to each of the twelve LWIAs. In addition, each of the LWIAs has a designated Local TAA Coordinator. This approach provides an opportunity for information sharing and the transmittal of guidance, while also providing on-going opportunities for identifying technical assistance needs and training issues.

Appendix 7 reflects the positioning of the TAA program under the South Carolina Department of Commerce Workforce Division; whereas it was previously a program under the South Carolina Employment Security Commission.

Labor Market Information (LMI) Department

On July 20, 2007, Governor Sanford also signed Executive Order No. 2007-13 transferring administration of the Labor Market Information (LMI) – One-Stop Core Services program to the Department of Commerce from the Employment Security Commission. The LMI – One-Stop Core Services program is an important tool the State uses for the collection of economic and workforce information on local, regional, and state economics. The Executive Order increases accountability and facilitates a greater level of partnership and coordination between workforce and economic development which is necessary to improve South Carolina's economic competitiveness. In addition, movement of the LMI – One-Stop Core Services program to DOC further facilitates the integration of workforce and economic data into the workforce investment system and assists local workforce investment areas in planning and creating informed solutions to meet workforce needs.

Appendix 7 reflects the positioning of the LMI – One-Stop Core Services program under the South Carolina Department of Commerce Research Division; whereas it was previously a program under the South Carolina Employment Security Commission.

**Waiver Requests  
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**Summary of Waiver Extension Requests**

Below is a summary of South Carolina waiver requests. All of these waivers have been previously approved by the US Department of Labor. Some of the waivers apply to WIA funds only. Others apply to both WIA and American Recovery and Reinvestment Act funds. Full waiver requests can be found in Appendix 8.

**SUMMARY OF WAIVER EXTENSION REQUESTS**

<b><u>Waiver</u></b>	<b><u>Description</u></b>	<b><u>Applies To</u></b>
<b>1. Adult and DW Transfer Authorization</b>	Waiver to maintain the increase of the 20% LWIB transfer authority at 100% between Adult and Dislocated Worker (DW) funding streams to allow for greater flexibility in meeting local labor markets and customer.	WIA
<b>2. Customized Training Match for Small Businesses</b>	Waiver to maintain the reduction of the employer match amount for customized training activities from 50% to 25% for small businesses (100 or fewer employees) in order to increase training participation among this group.	WIA/ARRA
<b>3. OJT Reimbursement for Small Businesses</b>	Waiver to maintain the increase of the wage reimbursement amount for on-the-job training (OJT) activities from 50% to 75% for small businesses (100 or fewer employees) in order to increase training participation among this group.	WIA/ARRA
<b>4. Rapid Response Funds for IWT</b>	Waiver to continue using State set-aside rapid response funds for incumbent worker training (IWT) activities in order to meet the growing demands for IWT and to avert layoffs.	WIA
<b>5. Local Funds for IWT</b>	Waiver to continue using up to 10% of local Adult and Dislocated Worker funds to meet the increasing demand for IWT.	WIA/ARRA
<b>6. Collection of Data for Locally-Funded IWT</b>	Waiver to continue collecting limited participant data for IWT projects to reduce the administrative burden on employers served.	WIA/ARRA

**Assurances**  
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**Assurances**

1. The State assures that it will establish, in accordance with section 184 of the Workforce Investment Act, fiscal control and fund accounting procedures that may be necessary to ensure the proper disbursement of, and accounting for, funds paid to the State through the allotments made under sections 127 and 132. (§ 112(b)(11).)
2. The State assures that it will comply with section 184(a)(6), which requires the Governor to, every two years, certify to the Secretary, that—
  - a. The State has implemented the uniform administrative requirements referred to in section 184(a)(3);
  - b. The State has annually monitored local areas to ensure compliance with the uniform administrative requirements as required under section 184(a)(4); and
  - c. The State has taken appropriate action to secure compliance with section 184(a)(3) pursuant to section 184(a)(5). (§ 184(a)(6).)
3. The State assures that the adult and youth funds received under the Workforce Investment Act will be distributed equitably throughout the State, and that no local areas will suffer significant shifts in funding from year to year during the period covered by this Plan. (§ 112(b)(12)(B).)
4. The State assures that veterans will be afforded employment and training activities authorized in section 134 of the Workforce Investment Act, and the activities authorized in chapters 41 and 42 of title 38 U.S. code. The State assures that it will comply with the veterans priority established in the Jobs for Veterans Act. (38 U.S.C. 4215.)
5. The State assures that the Governor shall, once every two years, certify one local board for each local area in the State. (§ 117(c)(2).)
6. The State assures that it will comply with the confidentiality requirements of section 136(f)(3).
7. The State assures that no funds received under the Workforce Investment Act will be used to assist, promote, or deter union organizing. (§ 181(b)(7).)
8. The State assures that it will comply with the nondiscrimination provisions of section 188, including an assurance that a Methods of Administration has been developed and implemented (§ 188.)

**Assurances**  
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9. The State assures that it will collect and maintain data necessary to show compliance with the nondiscrimination provisions of section 188. (§ 185.)
10. The State assures that it will comply with the grant procedures prescribed by the Secretary (pursuant to the authority at section 189(c) of the Act) which are necessary to enter into grant agreements for the allocation and payment of funds under the Act. The procedures and agreements will be provided to the State by the ETA Office of Grants and Contract Management and will specify the required terms and conditions and assurances and certifications, including, but not limited to, the following:
  - General Administrative Requirements:
    - 29 CFR part 97—Uniform Administrative Requirements for State and Local Governments (as amended by the Act).
    - 29 CFR part 96 (as amended by OMB Circular A-133)—Single Audit Act.
    - OMB Circular A-87—Cost Principles (as amended by the Act).
  - Assurances and Certifications:
    - SF 424 B—Assurances for Non-construction Programs.
    - 29 CFR part 37—Nondiscrimination and Equal Opportunity Assurance (and regulation) 29 CFR 37.20.
    - 29 CFR part 93—Certification Regarding Lobbying (and regulation).
    - 29 CFR part 98—Drug Free Workplace and Debarment and Suspension Certifications (and regulation).
  - Special Clauses/Provisions:

Other special assurances or provisions as may be required under Federal law or policy, including specific appropriations legislation, the Workforce Investment Act, or subsequent Executive or Congressional mandates.
11. The State certifies that the Wagner-Peyser Act Plan, which is part of this document, has been certified by the State Employment Security Administrator.
12. The State certifies that veterans' services provided with Wagner-Peyser Act funds will be in compliance with 38 U.S.C. chapter 41 and 20 CFR part 1001.
13. The State certifies that Wagner-Peyser Act-funded labor exchange activities will be provided by merit-based public employees in accordance with DOL regulations.
14. The State assures that it will comply with the MSFW significant office requirements in accordance with 20 CFR part 653.

**Assurances**  
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15. The State certifies it has developed this Plan in consultation with local elected officials, local workforce boards, the business community, labor organizations and other partners.
16. As a condition to the award of financial assistance from the Department of Labor under title I of WIA, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:
- Section 188 of the Workforce Investment Act of 1998 (WIA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIA title I— financially assisted program or activity;
  - Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the bases of race, color and national origin;
  - Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
  - The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and
  - Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

The grant applicant also assures that it will comply with 29 CFR part 37 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIA title I— financially assisted program or activity, and to all agreements the grant applicant makes to carry out the WIA title I—financially assisted program or activity. The grant applicant understands that the United States has the right to seek judicial enforcement of this assurance.

17. The State assures that funds will be spent in accordance with the Workforce Investment Act and the Wagner-Peyser Act and their regulations, written Department of Labor Guidance implementing these laws, and all other applicable Federal and State laws and regulations.

**Program Administration Designees**  
**SOUTH CAROLINA**  
**WIA/Wagner-Peyser Act State Plan Modification (PY 2009)**

**Program Administration Designees**

**Name of WIA Title I Grant Recipient Agency:** SC Department of Commerce  
**Address:** 1201 Main Street, Suite 1600  
Columbia, SC 29201-3200  
**Telephone Number:** (803) 737-0400  
**Facsimile Number:** (803) 734-0835  
**E-mail Address:**

**Name of State WIA Title I Administrative Agency  
(if different from the Grant Recipient):** N/A  
**Address:**  
**Telephone Number:**  
**Facsimile Number:**  
**E-mail Address:**

**Name of WIA Title I Signatory Official:** Joe E. Taylor, Secretary of Commerce  
**Address:** SC Department of Commerce  
1201 Main Street, Suite 1600  
Columbia, SC 29201-3200  
**Telephone Number:** (803) 737-0400  
**Facsimile Number:** (803) 737-0894  
**E-mail Address:** jtaylor@sccommerce.com

**Name of WIA Title I Liaison:** Margaret Torrey, Deputy Secretary Workforce  
**Address:** SC Department of Commerce  
1201 Main Street, Suite 1600  
Columbia, SC 29201-3200  
**Telephone Number:** (803) 737-0097  
**Facsimile Number:** (803) 806-3533  
**E-mail Address:** ptorrey@sccommerce.com

**Name of Wagner-Peyser Act Grant Recipient  
State Employment Security Agency:** SC Employment Security Commission  
**Address:** 1550 Gadsden Street, PO Box 995  
Columbia, SC 29202  
**Telephone Number:** (803) 737-2617  
**Facsimile Number:** (803) 737-2629  
**E-mail Address:**

**Name and title of State Employment Security  
Administrator (Signatory Official):** Roosevelt T. Halley, Executive Director  
**Address:** SC Employment Security Commission  
1550 Gadsden Street, PO Box 995  
Columbia, SC 29202  
**Telephone Number:** (803) 737-2617  
**Facsimile Number:** (803) 737-2629  
**E-mail Address:** thalley@sces.org

**Plan Signature**  
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**Plan Signature**

As the Governor, I certify that for the State of South Carolina, the agencies and officials designated above have been duly designated to represent the State in the capacities indicated for the Workforce Investment Act, title I, and Wagner-Peyser Act grant programs. Subsequent changes in the designation of officials will be provided to the U.S. Department of Labor as such changes occur.

I further certify that we will operate our Workforce Investment Act and Wagner-Peyser Act programs in accordance with this Plan and the assurances herein.

Typed Name of Governor: The Honorable Mark Sanford

Signature of Governor: \_\_\_\_\_

Date: \_\_\_\_\_

**SOUTH CAROLINA  
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**Appendixes**

<b><u>Title</u></b>	<b><u>Appendix Number</u></b>
<b>QuickJobs Training Initiative: A Workforce Development Collaboration</b>	<b>1</b>
<b>South Carolina One-Stop Center Certification System</b>	<b>2</b>
<b>Apprenticeship Grant Summary</b>	<b>3</b>
<b>Approved Initiatives with State Portion of WIA Stimulus Funds</b>	<b>4</b>
<b>State WIA Instruction No: WIA 08-06 Priority of Service for Veterans and Spouses</b>	<b>5</b>
<b>Questions for PY 2009 Local Workforce Plan</b>	<b>6</b>
<b>SC State Agencies Involved in the Public Workforce Investment System</b>	<b>7</b>
<b>WIA Full Waiver Requests</b>	<b>8</b>
• Adult and DW Transfer Authorization	
• Customized Training Match for Small Businesses	
• OJT Reimbursement for Small Businesses	
• Rapid Response Funds for IWT	
• Local Funds for IWT	
• Collection of Data for Locally-Funded IWT	



# **SOUTH CAROLINA WIA/Wagner-Peyser Act State Plan Modification (PY 2009)**

## ***APPENDIX I***



### ***QuickJobs Training Initiative: A Workforce Development Collaboration***

The proposal outlined below addresses the need for a well coordinated statewide plan to provide occupational QuickJobs training programs to participants eligible through the Workforce Investment Act guidelines under the American Recovery and Reinvestment Act (ARRA).

#### **Objective**

In collaboration with the State Workforce Investment Board, Local Workforce Investment Boards, local One-Stops, and the Department of Commerce, the South Carolina Technical College System (the System) seeks, through WIA ARRA implementation, to respond to South Carolina's growing unemployment and economic crisis through training programs that lead to employment. Even with excessive unemployment, many jobs go unfilled because those who need jobs lack the necessary technical skills. The condition of "jobs without people and people without jobs" is an unacceptable status quo. The skills of the workforce must quickly be aligned with the skills demanded by existing and new businesses.

The System will develop a statewide training initiative specifically designed to meet the needs of individuals eligible for "Workforce and Employment Services" under the Workforce Investment Act of 1998 by enacting and expanding short-term training programs. These training initiatives have the potential to lead to industry-recognized credentials, employment, and opportunities for further education.

#### **Program Summary**

Local One-Stops and partner community organizations will administer appropriate assessments (TABE, WorkKeys, etc.) and provide career counseling and orientation services. Through these processes, counselors will conduct preliminary screening of candidates for eligibility to enter a technical college QuickJobs training program. Qualified QuickJobs candidates will be referred to the local technical college.

Those in need of basic skills and employability/soft skills development prior to or concurrent with QuickJobs program enrollment may be asked to complete appropriate remediation at either the technical college or the One-Stop.

Based on the assessments and pre-employment counseling that occurs at the One-Stops, each candidate will be placed into a technical college QuickJobs program that is appropriate to his/her qualifications and career goals. The QuickJobs approach allows individuals to obtain skills and enter the workforce when ready. Additionally, it provides opportunities for the attainment of further credentials to ensure a viable career ladder through additional certification and/or a registered apprenticeship.

The following chart displays the proposed sectors and QuickJobs Training Programs:

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QuickJobs Program Priorities						
Sector	QuickJobs Training Program Name	Approximate Program Duration	Credential	Further Opportunities	Projected Annual Job Openings in SC*	Average Hourly Earnings (Not Entry-Level)*
Advanced Manufacturing	Production Technician	160 Hours	Certified Production Technician (Manufacturing Skills Standards Council)	Computer Numeric Controls (CNC) Operator, Mechatronics/Maintenance Technician, Programmable Logic Controls (PLC) Technician, Registered Apprenticeship	286 (Machinist)	\$17.26
Advanced Manufacturing	Computer Numeric Controls (CNC)	160 Hours	National Institute for Metalworking Skills (NIMS) or Local Certification	CNC Programming, Registered Apprenticeship		
Advanced Manufacturing	Computer Numerical Controls (CNC)/Coordinate Measuring Machine (CCM) Fundamentals	240 Hours	National Institute for Metalworking Skills (NIMS) and/or Local Certification	Mechanical Engineer, Tool & Die, Advanced CNC Programming, Registered Apprenticeship		
Advanced Manufacturing	Industrial Maintenance	195 Hours	National Center for Construction Education and Research (NCCER) Core and Level 1 Certification	NCCER Levels 2-4 Certification, Degree Completion, Registered Apprenticeship	63	\$17.13
Advanced Manufacturing (Supports All Sectors)	Network Administration	150 Hours	Cisco Certified Network Associate (CCNA)	CCNA Professional and Expert Certifications, Registered Apprenticeship	228	\$17.73
Construction Trades	Welding (ex. Basic, Pipe, ARC, TIG)	180-640 Hours	Various Certifications Through NCCER and American Welding Society (AWS)	Advanced AWS and NCCER Certifications, Associate Degree, Registered Apprenticeship	291	\$16.17
Construction Trades	Facilities Maintenance	400 Hours	NCCER Core, EPA Certification for Refrigerant Handling, Certified Apartment Maintenance Technician (CAMT), NSPF Pool & Spa Operator	CAMT Certification After One Year of Related Employment, Additional NCCER Certifications, Registered Apprenticeship	509 (Maintenance and Repair)	\$14.63
Construction Trades	Electrician	330 Hours	NCCER Core, Levels 1-2 Certification	NCCER Levels 3-4 Certification, Registered Apprenticeship	310	\$17.85

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QuickJobs Program Priorities						
Sector	QuickJobs Training Program Name	Approximate Program Duration	Credential	Further Opportunities	Projected Annual Job Openings in SC*	Average Hourly Earnings (Not Entry-Level)*
Construction Trades	Building Construction	168 Hours	NCCER Core and Level 1	Further NCCER Certifications, Registered Apprenticeship, Associate Degree	285 (Construction Equipment Operators)	\$15.03
Construction Trades	Construction Basics with Safety, Welding Specialty	188 Hours	NCCER Core and Level 1 Certifications and/or College Certification	NCCER or AWS Certifications		
Construction Trades	Heavy Equipment	192 Hours	NCCER Credentials for Each Piece of Equipment (Back Hoe, Excavator, Loader, Bull Dozer) and Local Certification	NCCER Core and Levels 1-3 Certification, Employer Certification, Registered Apprenticeship		
Energy	Energy Conservation	240 Hours	Local Technician Certification	HVAC Certification, Building Inspection	Not Available; Significant Demand with Infusion of ARRA Funding	\$14.99 (BLS Estimate)
Energy	Building Analyst/Energy Auditor	50 Hours	Building Performance Institute (BPI) Certification	Additional BPI Certifications (Manufactured Housing, Multifamily)		
Energy	Weatherization and Installer Technician	120 Hours	NCCER Core with Weatherization Specialization or NYSERDA-Based College Certification	Additional NCCER Certifications, Registered Apprenticeship		
Energy	Power Technology	Competency Based (Self-Paced with Internship)	Electrical Generating System Association (EGSA) Certification	Associate Degree, Registered Apprenticeship	66	\$30.95

**SOUTH CAROLINA**  
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<b>QuickJobs Program Priorities</b>						
<b>Sector</b>	<b>QuickJobs Training Program Name</b>	<b>Approximate Program Duration</b>	<b>Credential</b>	<b>Further Opportunities</b>	<b>Projected Annual Job Openings in SC*</b>	<b>Average Hourly Earnings (Not Entry-Level)*</b>
Health Care	Nurse Assistant	120 Hours	State Certification	Phlebotomist, ECG/EKG Technician, Paramedic Technician, CNA Advanced, Licensed Practical Nurse, Registered Nurse, Registered Apprenticeship	524	\$8.83
Health Care	Patient Care Assistant/Clinical Medical Assistant	150-400 Hours Depending on the Number of Credentials	State CNA Certification, Certified Phlebotomist Through National Healthcareer Association or American Society of Phlebotomy Technicians, Certified EKG Technician NHA	Licensed Practical Nurse, Registered Nurse, Registered Apprenticeship	301	\$12.16
Health Care	Emergency Medical Technician, Basic	175 Hours	State Certification, National Registry of Emergency Medical Technicians Certification	Advanced Emergency Medical Technician, Paramedic, Registered Apprenticeship	175	\$13.52
Health Care	Health Information Technician (Electronic Medical Records, Medical Billing and Coding, Medical Insurance, Healthcare IT)	200-425 Hours Depending on the Number of Areas/Credentials	Certified Medical Insurance Specialist (CMIS), Certified Medical Coder (CMC) Through Practice Management Institute, Certified Professional Coder (CPC) Through American Health Information Management Association or American Academy of Professional Coders and/or Local Credential	Additional Health-Based IT Credentials, Medical Office Management, Registered Apprenticeship	119	\$13.77

**SOUTH CAROLINA**  
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<b>QuickJobs Program Priorities</b>						
<b>Sector</b>	<b>QuickJobs Training Program Name</b>	<b>Approximate Program Duration</b>	<b>Credential</b>	<b>Further Opportunities</b>	<b>Projected Annual Job Openings in SC*</b>	<b>Average Hourly Earnings (Not Entry-Level)*</b>
Transportation and Logistics	Commercial Truck Driving	180 Hours	South Carolina Commercial Driver's License	Additional Endorsements and Classes, Registered Apprenticeship	891	\$17.07
Transportation and Logistics	Warehousing & Distribution Specialist	100 Hours	"ExpertRating Certified Professional" (ExpertRating is an ISO 9001:2000 Organization)	Opportunities for Advanced Credentials and Supervisory Positions, Registered Apprenticeship	413	\$12.19
Transportation and Logistics	Freight Broker/ Agent	150 Hours	"ExpertRating Certified Professional" (ExpertRating is an ISO 9001:2000 Organization)	Opportunities for Advanced Credentials and Supervisory Positions, Registered Apprenticeship	24	\$18.09
Transportation and Logistics	Basic 911 Telecommunicator	320 Hours	Association of Public Safety Communications Professionals (APCO) Basic 911 Telecommunicator Certificate	APCO 911 Emergency Dispatcher, Associate Degree in Criminal Justice, Registered Apprenticeship	63	\$13.15
*Source: EMSI						

**SOUTH CAROLINA**  
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**APPENDIX 2**

***South Carolina One-Stop Center Certification System:  
Developing a Certification Process***

**Background**

The South Carolina Workforce Investment Board's core purpose is to ***“Create a competitive workforce advantage for South Carolina by ensuring a quality and effective workforce system exists in order to improve the lives of all South Carolinians.”*** One of the strategies for achieving this goal is the development of a One-Stop certification process, the goal of which is to ensure consistent, superior services to job seekers and businesses throughout the state at every One-Stop Center.

**Process**

The process will be inclusive and will solicit input in developing the Certification process from all stakeholders involved in the One-Stop Career Center system. Facilitated by Maher & Maher, this process will include:

- A Steering Team comprised of two committee chairs from the State WIB and executive staff of the agencies most involved in workforce development in South Carolina. Its role is to guide the project and ensure that recommendations ultimately accepted by the SWIB are implemented.
- A Core Team comprised of state and local level staff of key agencies and organizations involved in workforce development in the State. The affiliations of members of the Core Team will generally mirror that of the Steering Team at the staff level. The Core Team will undertake the majority of the work in identifying the System framework and elements.
- Contractor visits to at least one One-Stop Career Center in each workforce area to gather information on current practices, ideas, comments and suggestions from managers and front-line staff.

The process of gathering information and facilitating system development is expected to last approximately nine or ten months. The outcome of this process will be a One-Stop Certification System that recognizes the unique situation and features of workforce development in South Carolina.

**As of May 1**

The Core Team has met once a month for five consecutive months. Draft Business Services standards have been created and presented to the Steering Committee. Job Seeker services are currently being formed. Next, management processes will be discussed, all standards will be refined, and entire certification process will be presented to the State Workforce Investment Board.

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**APPENDIX 3**

*Apprenticeship Grant Summary*

<b>Applicant Name</b>	<b>Program Type</b>	<b>Number of Participants</b>	<b>Funding Awarded</b>	<b>Cost per Participant</b>
Aiken Technical College	Certified Nursing Assistant	40	\$ 60,428	\$ 1,511
Bosch-Rexroth	Machinist	6	\$ 81,960	\$ 13,660
Denmark Technical College	Electromechanical Technician	12	\$ 76,796	\$ 6,400
Greenville Technical College	EMT/Paramedic	105	\$ 197,219	\$ 1,878
Greenville Technical College	HVAC	5	\$ 24,009	\$ 4,802
Greenville Technical College	Industrial Maintenance (Mechatronics)	24	\$ 109,326	\$ 4,555
Horry Georgetown Technical College	Carpentry/Plumbing/HVAC	50	\$ 118,775	\$ 2,376
OMNOVA Solutions	Chemical Operator	11	\$ 119,503	\$ 10,864
Orangeburg-Calhoun Technical College	Refrigeration/Maintenance	12	\$ 107,401	\$ 8,950
Palmetto Health 2 (combo with ID 9)	Plumber, Power Plant Operator, and HVAC Service Technician	3	\$ 46,832	\$ 15,611
Spartanburg Community College	Pipefitter	15	\$ 57,751	\$ 3,850

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**APPENDIX 4**

*Approved Initiatives with State Portion of WIA Stimulus Funds*

**1. Collaboration with State Technical College System for QuickJobs Training:**

The Technical College System will develop a statewide training initiative specifically designed to meet the needs of individuals eligible for “Workforce and Employment Services” under the Workforce Investment Act of 1998 by enacting and expanding short-term training programs and facilitation of registered apprenticeships. These training initiatives will lead to credentials and/or employment in the following industry/workforce sectors depending on local demand: advanced manufacturing, construction trades, energy, health care, and transportation. This training will also provide a foundation of technical and soft skills upon which participants can build upon to ensure continued employment and advancement in a changing professional environment.

A total of \$4,000,000 of state money will fund at least 360 classes (\$10,000 per class): instructors, facilities, etc. \$400,000 of that total will be used for curriculum development and administration costs). Local workforce areas may use their stimulus funds to pay a reduced participant tuition fee.

**2. Collaboration with the State Department of Education to provide summer credit recovery classes combined with employment for youth across the state:**

Up to \$2,400,000 of state money will be used to fund credit recovery classes at 43 high schools in 34 school districts across the state. Money will be used for instructors, credit recovery software, teachers, transportation, and administration costs. Ten sites will also offer work experiences on-site for a total of approximately \$340,000 (included in the grand total). Local areas will use their funds to pay the students stipends.

**3. Collaboration with the local areas to build capacity for adult education services throughout the summer:**

\$2,000,000 in state funds will be distributed to the 12 local areas for their use with their adult education providers (see attached for breakdown). Many adult education providers have had severe budget cuts and were not going to be able to offer services consistently throughout the summer. This money will allow those services to be provided continuously.

**4. Collaboration with the Commission for Minority Affairs to assist local areas with recruitment of minority populations as needed:**

Up to \$40,000 of state funds will be used to assist local workforce areas in the recruitment of minority populations. Recruitment strategies will be targeted in specific counties/communities identified by workforce staff as needing such assistance.



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**APPENDIX 5**



Mark Sanford  
Governor

**SOUTH CAROLINA**  
DEPARTMENT OF COMMERCE

Joe E. Taylor, Jr.  
Secretary

**STATE WIA INSTRUCTION NUMBER:** WIA 08-06

**TO:** Local Workforce Investment Areas (LWIAs)

**SUBJECT:** Priority of Service for Veterans and Spouses

**ISSUANCE DATE:** May 26, 2009

**EFFECTIVE DATE:** Immediately

**PURPOSE:** To inform local Workforce Investment Areas of the final rule for veterans' priority of service in qualified job training programs prescribed in the "Jobs for Veterans Act" and to provide guidance as to the implementation of these provisions.

**REFERENCES:** "Jobs for Veterans Act" (Pub. L. 107-288); Training and Employment Guidance Letter No. 5-03 (issued September 16, 2003); 20 Code of Federal Regulations (CFR) Part 1010 Priority of Service for Covered Persons, Final Rule (Pub. December 19, 2008)

**BACKGROUND:** The Jobs for Veterans Act, enacted into Public Law 107-288 on November 7, 2002, made a number of amendments to encourage Veterans access to services within an integrated one-stop service delivery system. A section of the law (Section 2(a) of the Act – 38 United States Code 4215(a)) establishes a priority of service for veterans (and some spouses) "who otherwise meet the eligibility requirements for participation" in Department of Labor (DOL) training programs. 20 CFR Part 1010, issued December 19, 2008, provides the final rule for priority of service for covered persons. Workforce Investment Act (WIA) Title IB programs are among the 20 DOL-funded workforce programs that are covered by the section 4215 priority.

**DEFINITIONS:** For the purpose of this instruction, a "**covered person**" is one of the following:

- a **veteran** - The term "veteran" means a person who served in the active military, naval, or air service, and who was discharged or released under conditions other than dishonorable. Active service includes full-time duty in the National Guard or a Reserve component, other than full-time duty for training purposes.
- the **spouse** of any of the following individuals:
  - any veteran who died of a service connected disability.

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- any member of the Armed Forces serving on active duty who, at time of application, is listed in one or more of the following categories and has been so listed for more than 90 days:
    - missing in action; captured in the line of duty; or forcibly detained;
  - any veteran who has a total disability resulting from a service connected disability as evaluated by the Department of Veterans Affairs; or
  - any veteran who died while a disability indicated above was in existence.
- **non-covered person** – any individual who meets neither the definition of veteran, nor eligible spouse as defined above.

“**Veterans’ priority of service**” means that covered persons who meet program eligibility requirements shall be given priority over non-covered persons for the receipt of all services provided under the program, notwithstanding any other provision of the law.

**POLICY:** This instruction applies to all qualified job-training programs (any program or service for workforce preparation, development or delivery that is directly funded in whole or in part by the Department of Labor). Covered persons must first meet the program’s eligibility requirements and program eligibility will not change with the implementation of this policy. Covered persons must receive the highest priority for the program or service. Veterans’ priority of services cannot be waived.

In implementing veterans’ priority when it is necessary to put the local workforce area’s low-income priority of service in place, the population to receive intensive and training services would be, in order of priority:

1. covered persons who are low-income or receiving public assistance;
2. non-covered persons who are low-income or receiving public assistance;
3. covered persons who are not low-income or receiving public assistance; and, lastly,
4. non-covered persons who are not low-income or receiving public assistance.

**ACTION:** This information and the related requirements must be communicated to all appropriate staff in the local area, including TAA staff, Workforce Investment Board (WIB) staff, WIA staff, and the One-Stop Operators. WIA state and local staff will monitor implementation and review the nature and share of workforce system service to veterans in the state and local areas.

Local WIBs must develop and include in their strategic local plan, a policy that addresses how priority of services to veterans and other covered persons will be applied. Policies should include procedures to:

- ensure that covered persons are identified at point of entry;
- ensure that each covered person who applies to or is assisted by a program is informed of the employment-related rights and benefits to which they are entitled;
- ensure that service providers and staff are instructed to collect the required data elements for covered persons when enrolling persons into the WIA Title I and Trade Adjustment Assistance programs.
- ensure that compliance by all grantees/contractors is monitored;
- ensure review of the area’s service levels of covered persons including:
  - the percentage of program participants that are covered persons;
  - the percentage of participants who are covered persons who receive intensive and training services; and
  - an analysis of whether the representation of covered persons is in proportion to the incidence of their representation in the labor market.

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Virtual One-Stop reports will be created to assist local areas with their review of this data.

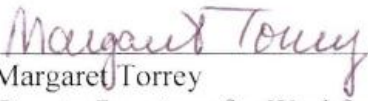
DOL-funded grants or contracts issued locally must include language to ensure that all LWIA grantees/contractors are fully aware of the Jobs for Veterans requirements and of their obligation to design and deliver services accordingly. Such language may include:

*This program is subject to the provisions of the "Jobs for Veterans Act," Public Law 107-288 and 20 CFR Part 1010 (Final Rule) which provides priority of service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services in any job training program directly funded, in whole or in part, by the Department of Labor. Please note that, to obtain priority service, a veteran must meet the program's eligibility requirements.*

All requests for proposal, grants/contracts and Memoranda of Understanding or other service provision agreements, must be administered in compliance with the veterans' priority provisions and shall include the language. Existing grants and contracts must be modified to include the language.

The Terms and Conditions for new grants have been modified and will be transmitted separately.

**INQUIRY:** Questions may be directed to Ms. Pat Sherlock at (803) 737-2601 or [psherlock@scommerce.com](mailto:psherlock@scommerce.com).

  
Margaret Torrey  
Deputy Secretary for Workforce

**SOUTH CAROLINA**  
**WIA/Wagner-Peyser Act State Plan Modification (PY 2009)**

**APPENDIX 6**

*Questions for PY 2009 Local Workforce Plan*

**Funding**

1. How is the Local Workforce Investment Board proposing to use allocated stimulus funding?
2. How will the Local Workforce Investment Area (LWIA) integrate stimulus funding with other WIA funds to ensure simultaneous use of both fund streams?  
Note: At the end of PY 09, fund utilization rates will be evaluated based on the combined expenditure of both fund streams.
3. How will the LWIA use the increased capacity provided through the State's proposed partnerships with the SC Department of Education and SC Technical College System?
4. How will the LWIA use stimulus funds "granted" to the region to increase adult education capacity during Summer 09?
5. How will the LWIA accommodate the need for separate tracking and reporting of stimulus funds and participants?
6. Please explain the local area's process for paying needs related payments and include the policy that incorporates this.

**Youth**

7. Please indicate any revision to locally defined youth barriers for the below.  
**Low-Income Youth:** Locally defined youth who "require additional assistance to complete an educational program or to secure and hold employment."  
**Non Low-Income Youth (5%) window:** Locally defined youth who "face serious barriers to employment."
8. What percentage of stimulus funds does the LWIA anticipate expending by the end of Summer 09?
9. Does the LWIA intend to serve youth 18-24 past September 30? If so, in which activities?
10. How does the LWIA plan to measure work readiness as outlined in TEGL 17.05, Attachment B, pg. 6, *Work Readiness Skills Goal* definition.

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**Participation**

11. Estimate the anticipated number of participants served and participants receiving training during PY 09 by fund stream. (Will attach chart to be filled in for adult, dislocated worker, and youth)

	Adult	Dislocated Worker	Youth
Total Participants			
Participants Receiving Training			n/a

12. With the infusion of stimulus funding, how will the LWIA ensure increases in participation and training?
13. How will outreach and recruitment methods ensure targeted populations are effectively reached especially those individuals receiving public assistance and other low income individuals?
14. How will the LWIA ensure priority of services for veterans and eligible spouses as outlined in Jobs for Veterans Act Final Rule (20 CFR part 1010) published at 73 Fed. Reg. 78132 (Dec. 19, 2008)?

**Capacity**

15. How is the LWIA addressing capacity issues to meet anticipated program participation levels and needs?
16. How will processes be streamlined to ensure timely access to services?
17. How will the LWIA use “access points” to help meet anticipated capacity needs?

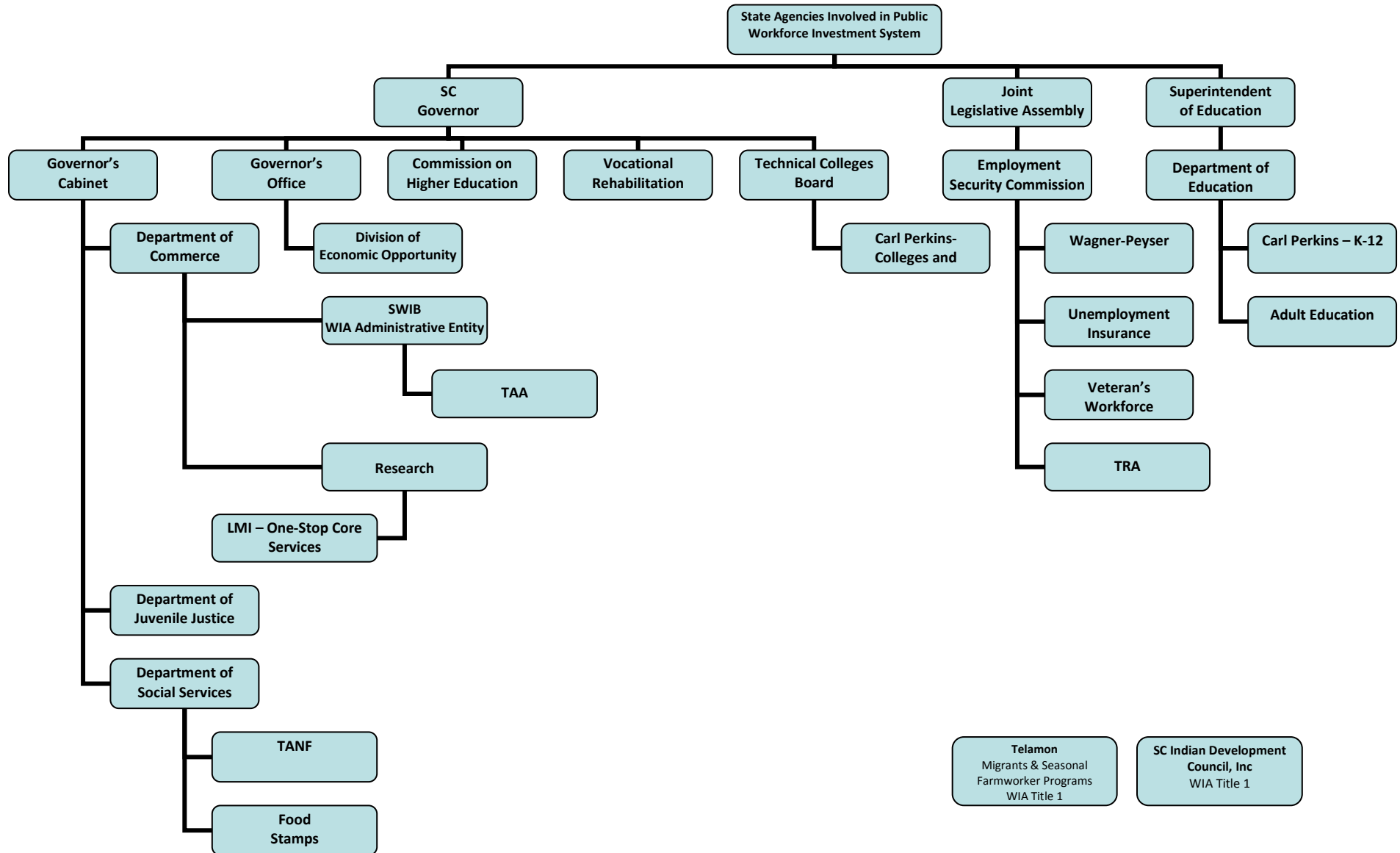
**Transparency**

18. How will the LWIA provide transparency of funds, services, and outcomes?

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### *Appendix 7: SC State Agencies Involved in the Public Workforce Investment System*



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**STATE OF SOUTH CAROLINA**  
*WAIVER EXTENSION REQUEST*  
**WORKFORCE INVESTMENT ACT**

**100% Transfer Authority Between**  
**Adult & Dislocated Worker Fund Streams**

The South Carolina Department of Commerce, the State administrative entity for the Workforce Investment Act (WIA), is requesting a waiver to maintain Local Workforce Investment Boards' (LWIBs) transfer authority between the Adult and Dislocated Worker funding streams at 100%. The State was granted an initial waiver to increase the transfer authority between the Adult and Dislocated Worker funding streams from 20% to 50% in 2005 with an extension of that waiver in 2007. In 2008, South Carolina was granted a waiver to increase transfer authority between the Adult and Dislocated Worker funding streams from 50% to 100%. A waiver to maintain 100% transfer authority between the two programs is now being requested to give LWIBs maximum flexibility to respond to the changes in their local labor markets, to ensure that customer service needs are being met, and to increase overall WIA fund utilization.

This waiver was previously approved by the US Department of Labor and applies to regular WIA formula funds only.

**Waiver Duration:** July 1, 2009 through June 30, 2010

This waiver request is written in the format identified in Section 189(i)(4)(B) of the Act and Section 661.420(c) of the Regulations.

**A. The statutory and/or regulatory requirements for which a waiver is requested**

WIA Section 133(b)(4) and WIA Final Regulations 20 CFR 667.140 establish that with approval of the Governor, LWIBs may transfer up to 20% of a program year's allocation for adult employment and training activities and up to 20% of a program year's allocation for dislocated worker employment and training activities between the two programs.

South Carolina requests that LWIBs be allowed to transfer up to 100% of a program year's allocation for adult employment and training activities and up to 100% of a program year's allocation for dislocated worker employment and training activities between the two programs.

**B. Description of the actions the state or local area has undertaken to remove state or local barriers**

There are no State or local statutory or regulatory barriers to implementing the requested waiver.

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**WIA/Wagner-Peyser Act State Plan Modification (PY 2009)**

**C. Description of the goals of the waiver, relationship of the goals to the strategic plan goals, and expected programmatic outcomes**

Granting local boards authority to transfer funds between the Adult and Dislocated Worker fund streams will expand their fiscal flexibility thereby allowing for increased WIA fund utilization. Programmatically, implementation of the requested waiver will provide local boards with the increased flexibility needed to direct resources to the population with the greater need at a given time.

**D. Description of the individuals impacted by the waiver**

This waiver is expected to benefit adults, dislocated workers, and business customers by allowing local boards to direct substantial funds to the areas of greatest need. Employers will be better served as participants will receive services and acquire skills in a more expeditious manner.

**E. Description of the processes to monitor implementation**

The South Carolina Department of Commerce, as the State administrative entity for WIA, will be responsible for monitoring all transfers of funds. Oversight of this waiver will be incorporated into the administrative entity's monitoring procedures.

**F. Description of the processes for local board and public notice comment**

This waiver request was originally developed as a result of concerns expressed by the local workforce investment areas and the need for more flexibility in transferring funds between Adult and Dislocated Worker funding streams to serve populations most in need. Recently, LWIA Administrators indicated that this waiver is helpful and useful in providing services to customers. This request was recommended to the State Workforce Investment Board (SWIB) by its Policy Advocacy Committee as a means of maximizing the State's utilization of its WIA funds. The SWIB, which is comprised of a diverse group of stakeholders from across South Carolina, approved submission of this waiver. In addition, this waiver was made available for public comment on the South Carolina Department of Commerce's Workforce website, <http://www.workforcesouthcarolina.com/workforce-resources-home.aspx>, for a 6 day comment period beginning May 15, 2009.



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**WIA/Wagner-Peyser Act State Plan Modification (PY 2009)**

**STATE OF SOUTH CAROLINA**  
*WAIVER EXTENSION REQUEST*  
**WORKFORCE INVESTMENT ACT and RECOVERY ACT**

**Customized Training: Employer Matching Funds for Small Businesses**

The South Carolina Department of Commerce, the State administrative entity for the Workforce Investment Act (WIA), is requesting a waiver of the required 50% employer match in conducting customized training activities under WIA and the Recovery Act. The State is proposing that the match for small businesses conducting such training be reduced to 25% in order to encourage greater participation among this employer group. "Small businesses" is defined as businesses with 100 or fewer employees.

This waiver request was previously approved by the US Department of Labor, and it applies to regular WIA formula funds as well as American Recovery and Reinvestment Act (Recovery Act) funds.

**Waiver Duration:** July 1, 2009 through June 30, 2010

This waiver request is written in the format identified in Section 189(i)(4)(B) of the Act and Section 661.420(c) of the Regulations.

**C. The statutory and/or regulatory requirements for which a waiver is requested**

WIA Section 101(8) and WIA Final Regulations 20 CFR 663.715 define "customized training" and stipulate that the employer pays for "not less than 50 percent of the cost of training." The State's strategic plan reflects the Governor's commitment to increase the per capita income and the quality of life of South Carolinians through economic development.

**D. Description of the actions the state or local area has undertaken to remove state or local barriers**

There are no State or local area statutory or regulatory barriers to implementing the requested waiver.

**C. Description of the goals of the waiver, relationship of the goals to the strategic plan goals, and expected programmatic outcomes**

Small businesses have historically made significant contributions to our state's economy; yet, they generally have fewer resources to provide specialized training to WIA eligible individuals. Approval of this waiver will encourage small businesses to provide customized training thus accomplishing such goals of the State plan. The measurable

**SOUTH CAROLINA**  
**WIA/Wagner-Peyser Act State Plan Modification (PY 2009)**

goals of this waiver are to increase the number of individuals receiving customized training and the number of businesses providing such training.

**D. Description of the individuals impacted by the waiver**

If this waiver is approved there will be an opportunity for individuals such as dislocated workers to be positively affected. For example, workers dislocated from manufacturing jobs often have strong employment histories but lack specific skills that would enable them to gain immediate employment. In addition, this waiver will benefit small businesses by providing them with an opportunity to gain a more skilled workforce and to expand their business.

**E. Description of the processes to monitor implementation**

The State will track the number of individuals receiving customized training and the number of businesses offering such training.

**F. Description of the processes for local board and public notice comment**

Local areas and other interested stakeholders were allowed input on this waiver at various meetings of local administrators, economic developers, and the State Workforce Investment Board. Recently, LWIA Administrators indicated that this waiver is helpful and useful in providing services to customers. In addition, this waiver was made available for public comment on the South Carolina Department of Commerce's Workforce website, <http://www.workforcesouthcarolina.com/workforce-resources-home.aspx>, for a 6 day comment period beginning May 15, 2009.

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**STATE OF SOUTH CAROLINA**  
*WAIVER EXTENSION REQUEST*  
**WORKFORCE INVESTMENT ACT and RECOVERY ACT**

**On-The-Job Training: Employer Reimbursement for Small Businesses**

The State of South Carolina is requesting a waiver of the required 50% wage reimbursement in conducting on-the-job training (OJT) activities under the Workforce Investment Act (WIA). The State is proposing that the reimbursement for small businesses conducting such training be increased to 75% in order to encourage greater participation among this employer group. “Small businesses” is defined as businesses with one hundred or fewer employees.

This waiver request was previously approved by the US Department of Labor, and it applies to regular WIA formula funds as well as American Recovery and Reinvestment Act (Recovery Act) funds.

**Waiver Duration:** July 1, 2009 through June 30, 2010

This waiver request is written in the format identified in Section 189(i)(4)(B) of the Act and Section 661.420(c) of the Regulations.

**A. The statutory and/or regulatory requirements for which a waiver is requested**

WIA Section 101(30) and WIA Final Regulations 20 CFR 663.710 of the Regulations stipulate that “employers may be reimbursed up to 50 percent of the wage rate of an OJT participant” The State’s strategic plan reflects the Governor’s commitment to increase the per capita income and the quality of life of South Carolinians through economic development.

**B. Description of the actions the state or local area has undertaken to remove state or local barriers**

There are no State or local area statutory or regulatory barriers to implementing the requested waiver.

**C. Description of the goals of the waiver, relationship of the goals to the strategic plan goals, and expected programmatic outcomes**

Small businesses have historically made significant contributions to our state’s economy; yet, they generally have fewer resources to provide specialized training to WIA eligible individuals. Approval of this waiver will encourage small businesses to provide on-the-job training thus accomplishing such goals of the State plan. The measurable goals of this waiver are to increase the number of individuals receiving on-the-job training and the number of businesses providing such training.

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**D. Description of the individuals impacted by the waiver**

If this waiver is approved there will be an opportunity for individuals such as dislocated workers to be positively affected. For example, workers dislocated from manufacturing jobs often have strong employment histories but lack specific skills that would enable them to gain immediate employment. In addition, this waiver will benefit small businesses by providing them with an opportunity to gain a more skilled workforce and to expand their business.

**E. Description of the processes to monitor implementation**

The State will track the number of individuals receiving on-the-job training and the number of businesses offering such training.

**F. Description of the processes for local board and public notice comment**

Local areas and other interested stakeholders were allowed input on this waiver at various meetings of local administrators, economic developers, and the State Workforce Investment Board. Recently, LWIA Administrators indicated that this waiver is helpful and useful in providing services to customers. In addition, this waiver was made available for public comment on the South Carolina Department of Commerce's Workforce website, <http://www.workforcesouthcarolina.com/workforce-resources-home.aspx>, for a 6 day comment period beginning May 15, 2009.

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**STATE OF SOUTH CAROLINA**  
*WAIVER EXTENSION REQUEST*  
**WORKFORCE INVESTMENT ACT**

**State Set-Aside Rapid Response Funds for Incumbent Worker Training Activities**

The South Carolina Department of Commerce, the State administrative entity for the Workforce Investment Act (WIA), is requesting a waiver to allow state set-aside Rapid Response funds to be used for Incumbent Worker Training (IWT) activities as needed. This waiver is being requested to provide the State with flexibility to meet the growing demands for IWT to avert layoffs.

This waiver request was previously approved by the US Department of Labor, and it applies to regular WIA formula funds only.

**Waiver Duration:** July 1, 2009 through June 30, 2010

This waiver request is being written in the format identified in Section 189(i)(4)(B) of the Act and Section 661.420(c) of the Regulations.

**A. The statutory and/or regulatory requirements for which a waiver is requested**

WIA Section 134(a)(2)(A) and WIA Final Regulations 20 CFR 665.310 through 665.330 establish allowable statewide Rapid Response activities and how set-aside Rapid Response funds may be used.

**B. Description of the actions the state or local area has undertaken to remove state or local barriers**

There are no State or local statutory or regulatory barriers to implementing the requested waiver.

**C. Description of the goals of the waiver, relationship of the goals to the strategic plan goals, and expected programmatic outcomes**

The South Carolina State Workforce Investment Board approved the policies and parameters for a statewide IWT initiative under WIA on January 31, 2002. State funds authorized for IWT are prorated to each of the 12 Local Workforce Investment Areas (LWIAs). This approach ensures buy-in in addressing local economic development and workforce needs. As program awareness increased, the demand for IWT funds has also increased substantially with funding falling short of meeting the State's IWT needs.

Approval of this waiver will give the State flexibility to use Rapid Response funds, as needed, for IWT activities and to respond quickly to needs specific to layoff aversion.

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Use of Rapid Response funds for IWT will not diminish the ability of the State to provide dislocated worker services. Yet, having adequate funds to meet the IWT needs of the State improves our overall workforce development system by helping businesses and workers keep pace with the workforce skills that are required to be able to compete in a global economy.

**D. Description of the individuals impacted by the waiver**

The potential impact of this waiver is on employers and employees in businesses that are at risk of closure or layoffs. IWT can help to prevent these adverse outcomes through the increase of skill levels thus resulting in employment retention and maybe even expansion. The training provided to IWT participants makes the individuals more valuable to both their current employers as well as to other potential employers.

**E. Description of the processes to monitor implementation**

The South Carolina Department of Commerce, as the State administrator of WIA, will be responsible for monitoring all IWT activities. Any policies and procedures resulting from approval of this waiver will be incorporated into our monitoring process.

**F. Description of the processes for local board and public notice comment**

This waiver request was originally developed as a result of concerns expressed by the LWIAs and their local boards relevant to funding limitations of IWT in meeting the critical needs of their local areas. Recently, LWIA Administrators indicated that this waiver is helpful and useful in providing services to customers. In addition, this waiver was made available for public comment on the South Carolina Department of Commerce's Workforce website, <http://www.workforcesouthcarolina.com/workforce-resources-home.aspx>, for a 6 day comment period beginning May 15, 2009.

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**STATE OF SOUTH CAROLINA**  
*WAIVER EXTENSION REQUEST*  
**WORKFORCE INVESTMENT ACT and RECOVERY ACT**

**Allowance of Local Adult and Dislocated Worker Funds for**  
**Incumbent Worker Training**

The South Carolina Department of Commerce, the State administrative entity for the Workforce Investment Act (WIA), is requesting a waiver to allow local areas to use up to 10% of their adult and dislocated worker funds for Incumbent Worker Training (IWT) activities. This waiver is being requested to provide local areas with additional flexibility to meet the increasing demand for IWT to address skills gaps and enhance the competitiveness of existing businesses.

This waiver request was previously approved by the US Department of Labor, and it applies to regular WIA formula funds as well as American Recovery and Reinvestment Act (Recovery Act) funds.

**Waiver Duration:** July 1, 2009 through June 30, 2010

This waiver request is being written in the format identified in Section 189(i)(4)(B) of the Act and Section 661.420(c) of the Regulations.

**A. The statutory and/or regulatory requirements for which a waiver is requested**

The State requests a waiver of WIA Section 134(a)(3) which limits authority to the State to provide incumbent worker training activities.

**B. Description of the actions the state or local area has undertaken to remove state or local barriers**

There are no state or local statutory or regulatory barriers to implementing the requested waiver.

**C. Description of the goals of the waiver, relationship of the goals to the strategic plan goals, and expected programmatic outcomes**

The South Carolina State Workforce Investment Board approved the policies and parameters for a statewide IWT initiative under WIA on January 31, 2002. State funds authorized for IWT are prorated and awarded annually to each of the 12 Local Workforce Investment Areas (LWIAs). As program awareness has increased, the demand for IWT funds has also increased substantially with funding falling short of meeting IWT needs in some local areas. Through this waiver, LWIBs will have more resources to address the skill gaps of both the unemployed and incumbent workers. Increasing the skill levels of workers results in employment retention and business expansion. The training provided

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to IWT participants will make workers more valuable to both their current employers as well as to future employers. Having a skilled workforce strengthens the local and state economy and thereby improves global competitiveness. This waiver will provide LWIBs with the flexibility to allocate additional resources to meet the needs of job seekers, incumbent workers, and employers in a timely manner.

**D. Description of the individuals impacted by the waiver**

The potential impact of this waiver is on employers and employees in businesses where worker skills upgrading is needed in order to increase productivity and competitiveness. Qualified job seekers needing additional training may also be impacted by this waiver.

**E. Description of the processes to monitor implementation**

The South Carolina Department of Commerce, as the State administrative entity for WIA, will be responsible for monitoring all IWT activities. Any policies resulting from this waiver will be incorporated into our monitoring procedures.

**F. Description of the processes for local board and public notice comment**

This waiver request was originally developed as a result of concerns raised by local areas and their boards regarding the funding limitations on IWT activities that are supported by statewide funds. The LWIBs, through their administrative staff, have expressed their agreement with the waiver request because it provides additional flexibility to meet local needs. In addition, this waiver was made available for public comment on the South Carolina Department of Commerce's Workforce website, <http://www.workforcesouthcarolina.com/workforce-resources-home.aspx>, for a 6 day comment period beginning May 15, 2009.



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**STATE OF SOUTH CAROLINA**  
*WAIVER EXTENSION REQUEST*  
**WORKFORCE INVESTMENT ACT and RECOVERY ACT**

**Collection of Participant Data for Locally Funded**  
**Incumbent Worker Training (IWT) Programs**

South Carolina has an approved waiver to allow up to 10% of local adult and dislocated worker formula funds to be used for incumbent worker training activities. As a condition of this waiver, all participants served under this waiver must be captured in federal reporting and counted in the calculation of our WIA performance measures. The state is seeking a waiver to reduce the administrative burden placed on the employer as described below.

The South Carolina Department of Commerce, the State administrative entity for the Workforce Investment Act (WIA), is requesting a waiver to allow local areas to report participant data for locally-funded Adult and Dislocated Worker IWT participants based on information received from the employer and to specifically not be required to collect information on the following WIASRD data elements: single parent (117); unemployment compensation eligible status at participation (118); low income (119); TANF (120); other public assistance (121); displaced homemaker (123); date of actual qualifying dislocation (124); homeless individual and/or runaway youth (125); and offender (126).

This waiver request was previously approved by the US Department of Labor, and it applies to regular WIA formula funds as well as American Recovery and Reinvestment Act (Recovery Act) funds.

**Waiver Duration:** July 1, 2009 through June 30, 2010

This waiver request is being written in the format identified in Section 189(i)(4)(B) of the Act and Section 661.420(c) of the Regulations.

**A. The statutory and/or regulatory requirements for which a waiver is requested**

The State requests a waiver of WIA Final Regulations 20 CFR 667.300 to minimize the collection of participant data for locally-funded incumbent worker training programs.

**B. Description of the actions the state or local area has undertaken to remove state or local barriers**

There are no state or local statutory or regulatory barriers to implementing the requested waiver.

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**C. Description of the goals of the waiver, relationship of the goals to the strategic plan goals, and expected programmatic outcomes**

The reduction in the amount of participant data will assist Local Workforce Investment Boards (LWIBs) with flexibility to provide services to more employers and their incumbent workers. This waiver will allow our workforce system to be more responsive to the skills upgrading and retraining needs in our state and foster greater coordination of the state and local workforce board activities with state and local economic development efforts. Additionally, implementation of this waiver can lead to employment retention and increases in the average earnings outcomes for the state and local areas. With this waiver, South Carolina will experience an improvement in the competitiveness of both employers and workers, reductions in turnover, and layoff aversions.

**D. Description of the individuals impacted by the waiver**

All WIA customers, as well as LWIBs, will be positively affected by the adoption of the proposed waiver. Services will be provided to increased numbers of employed workers who are in need of skills upgrading and retraining. Local boards will improve linkages with employers and economic development opportunities in their areas.

**E. Description of the processes to monitor implementation**

The South Carolina Department of Commerce, as the State administrative entity for WIA, will be responsible for monitoring all IWT activities, and this waiver will be incorporated into our monitoring procedures.

**F. Description of the processes for local board and public notice comment**

This waiver request was originally developed as a result of concerns raised by local areas and their boards regarding the data collection required by WIARSD. LWIBs, through their administrative staff, have expressed their agreement with the waiver request because it provides additional flexibility to meet local needs. In addition, this waiver was made available for public comment on the South Carolina Department of Commerce's Workforce website, <http://www.workforcesouthcarolina.com/workforce-resources-home.aspx>, for a 6 day comment period beginning May 15, 2009.